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ABSTRACT

State vocational rehabilitation agencies were surveyed to determine the extent of interagency development of supported employment (SEMP) alternatives, and 76 of 83 agencies responded. Survey results are categorized as follows: definitions of supported employment, numbers of existing programs, types of vendors, need for revised standards or fees for services, cooperative agreements describing SEMP roles and responsibilities, methodologies developed using cooperative provision of services or funding, vocational rehabilitation (VR) agency participation in follow-along support services, proposed VR agency's role in SEMP, tracking systems to be developed and types of data to be collected, barriers to SEMP, training/technical assistance resources and needs, etc. Individual survey responses by region and state are summarized in an attachment to the report comprising the bulk of the document. For each responding agency, the following categories of information are spelled out: estimated number of disabled persons that might benefit from SEMP, development of SEMP alternatives in the state, important SEMP development activities, short- and long-range plans, other agencies with which VR coordinates SEMP, and role of each major agency. Other appendices contain interagency agreements, vendor guidelines, concept papers, or assessment guides representing the following states: South Carolina, Nevada, Virginia, Michigan, Wisconsin, Utah, Washington, Pennsylvania, Illinois, Minnesota, Colorado, and Oregon. (JDD)

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SUPPORTED EMPLOYMENT:

A SURVEY OF CURRENT ACTIVITIES AND ISSUES

IDENTIFIED BY

STATE VOCATIONAL REHABILITATION AGENCIES

IN THE UNITED STATES

OCTOBER 1986

COMPILED AND ANALYZED BY
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A Survey of Current Activities and Issues
Identified by State Vocational
Rehabilitation Agencies in the United States

Table of Contents

1. Summary and Analysis - Supported Employment Alternatives: An Assessment of Current Interagency Activity

2. Attachment A - Supported Employment Survey: Interagency Programming for Supported Employment Alternatives - Categorically Displayed by State Agency

3. Appendix A - Interagency Programming for Supported Employment Alternatives - Role of Each Major Agency or Organization

4. Appendix B - South Carolina Vocational Rehabilitation Department

5. Appendix C - Nevada Rehabilitation Division - Interagency Programming to Develop Supported Employment Alternatives

6. Appendix D - Virginia Department of Rehabilitative Services - Interim Guidelines for Use in the Review/Approval of Vendor Applications to DRS for Transitional Employment Services Within A Program of Supported Employment

7. Appendix E - Agreement Between the Michigan Department of Education and Michigan Department of Mental Health

8. Appendix F - Wisconsin Div. of Vocational Rehabilitation - Interagency Agreement to Establish Supported Employment Opportunities

9. Appendix G - Utah Supported Employment Project - Office of Agency and Rehabilitation Services

10. Attachment B - Washington State ESE Assessment

11. Attachment C - Pennsylvania Office of Vocational Rehabilitation - Supported Employment Concept Paper

12. Attachment D - Interagency Agreement Between the Department of Rehabilitation Services and The Department of Mental Health/ Developmental Disabilities

13. Attachment E - Minnesota Dept. of Rehabilitation Services - Community Work Training Program for Developmentally Disabled Adults - Memorandum of Agreement

14. Attachment F - Colorado Div. for Dev. Disabilities/Colorado Div. for Rehab./The Denver Board for the Dev. Disabled - Memorandum of Understanding

15. Attachment G - Supported Work Program - Cooperative Agreement Between the Oregon Vocational Rehabilitation Division and Mental Health Division

16. Attachment H - Assessment Guide for Interagency Programming for Supported Employment Alternatives

Supported Employment Alternatives
An Assessment of Current Interagency Activity

Background:

In 1984, the Office of Special Education and Rehabilitative Services (OSERS) began a renewed emphasis on Transition from School-to-Work. The Rehabilitation Services Administration included objectives in the National Workplan encouraging State vocational rehabilitation agencies to develop transition activities.

A natural outgrowth of interest in transition activities was a focus on students with very severe handicapping conditions who might need additional assistance in transitioning from school to work. A model program, supported work, was identified by Mrs. Madeleine Will, the Assistant Secretary for OSERS, and National attention was brought to bear on several model programs at Virgina Commonwealth University and the University of Oregon. Supported work included job placement, job site training and advocacy, on-going assessment and follow-up services over an extended period of time.

In 1985 and 1986, additional attention to the concept of supported employment resulted in a prioritization of most OSERS descretionary grant programs toward supported employment and transition activities. In 1986, ten States were awarded special demonstration grants to stimulate the development and provision of supported employment on a statewide basis.

Supported employment for these discretionary grants was defined in Federal regulations at 34 CFR 373.14 as "paid work in a variety of integrated settings, particularly regular work sites, especially designed for severely handicapped individuals, irrespective of age or vocational potential for whom competitive employment at or above minimum wage has not traditionally occurred; and who, because of their disability, need intensive on-going post-employment support to perform in a work setting." Criteria around numbers of hours worked, social integration, on-going support and severity of disability were included in the request for proposals package.

As more vocational rehabilitation professionals learned the parameters of the supported employment program, they were able to identify similar activities occurring in individual locales in each of their States. These activities might be called community-based assessment or work adjustment, or mobile crews developed by rehabilitation facilities with Wagner O'Day contracts. Regardless of the name, there were progams which met the parameters of the supported employment definition and criteria.

As a result of feedback from State agencies, the Rehabilitation Services Administration decided to conduct a survey through its Regional Offices to determine the extent of States' interagency development of supported employment alternatives. The survey asked State agencies to estimate need, define their supported employment programs and identify the various agencies in the State involved in developing such a program or activities. Most important is the identification of barriers to supported employment and needs for technical assistance and training.

Each Regional Office was requested to ask the State vocational rehabilitation agencies in their regions to respond to a 22 item survey (see Attachment H). The response to the survey was very good with 76 of 83 agencies responding. One agency, rather than responding to the survey, wrote a letter explaining their approach to supported employment. This letter is attached. The individual responses are listed in Attachment A. What follows is an attempt to summarize this information; to highlight programs or activities which have made major strides in supported employment; to identify issues and make recommendations for policy and/or training as a result of the information provided.

1. Estimates of Need:

The State agencies which made estimates used a variety of resources to come up with figures. Sources such as the Developmental Disabilities Planning Council and Hellen Keller National Center, as well as special studies such as "The Unmet Needs of the Developmentally Disabled in North Carolina" were used. Other State agencies identified the total numbers of persons in various State programs such as adult day programs, "aging out" special education students, clients of Divisions of Mental Health, Bureau of Alcohol and Substance Abuse, and extended sheltered employment programs (See Attachment B). The range of sources identified clearly reflects the belief that supported employment techniques are appropriate and will in fact increase vocational rehabilitation agencies' chance of success with persons with a variety of severe disabilities.

An estimate of need for supported employment alternatives was provided by 33 agencies. None of the figures appeared to be duplicated in those States with two rehabilitation agencies. An estimate of 186,755 persons with disabilities were identified as possibly being in need of supported employment options. An estimate of 13,651 vocational rehabilitation clients were identified as possibly benefitting from supported employment alternatives.

2. Development of Supported Employment (SEMP) Alternatives in the State:

Seventy-one of the reporting agencies indicated some level of activity in the development of supported employment alternatives. This ranges from statewide task forces to discuss policy implications, to totally State funded supported employment programs (Maine). Many States have indicated the development of jointly funded supported employment programs with Developmental Disabilities agencies and Vocational Rehabilitation agencies beginning to work out agreements on who is to do what, when, and where. Other State agencies are reporting the use of establishment grants to develop the training portion of supported employment-like programs, but have yet to identify an agency to participate by providing long-term support services. Only five of the reporting agencies indicated that they were not yet actively involved in any interagency efforts to develop supported employment programs.

3. Important SEMP Development Activities With VR Involvement:

State agencies were asked to identify the three most important activities in which they were assisting in the development of supported employment alternatives. Three activities - task forces, demonstrations, and policy development - were selected most often. Forty-four agencies identified task forces or studies as a major initiative, 43 agencies identified demonstrations as an important initiative and 33 agencies were involved in policy planning for supported employment. Eight agencies were providing training and technical assistance for staff and community agencies to develop expertise in supported employment.

A number of States had other interesting activities including site visits, developing legislative budget requests for special general revenue funding; legislation urging cooperative efforts between VR, the Mental Retardation agency, and State Education agency; public awareness initiatives; a study of sheltered employment employees to determine numbers who could be employed in the community; and the development of a computerized vocational assessment and job matching/job bank center.

4. Plans for Developing Supported Employment:

All but 14 of the State agencies responding to the survey have initiated planning and study activities around supported employment. Twenty-six agencies either had initiated or were planning demonstration projects, nine agencies were developing funding resources for long-term support services and six agencies had plans to provide training and technical assistance to encourage program development. Thirteen agencies reported significantly detailed planning for supported employment including the Section 311(a) supported employment grantees and Colorado, Georgia, and Maine.

5. Agencies/Organizations With Which VR Coordinates Supported Employment Programs:

The agencies reported a number of major actors in their efforts to develop supported employment programs. The most commonly identified resources were the Division of Developmentally Disabled reported by 55 agencies, Developmental Disabilities Planning Council reported by 46 agencies, State Facility Associations reported by 43 agencies and the Division of Mental Health reported by 43 agencies.

It is interesting to note that special education, vocational education and local education agencies ranked as highly important actors in supported employment with 50%, 43%, and 40%, respectively, by the reporting agencies. Business and industry interests were more often represented by public agencies than by associations of business people. State Job Services were identified 28% of the time, JTPA was identified 38% of the time, while the Chamber of Commerce was mentioned by only 12% of the agencies reporting. The National Alliance of Businessmen was only mentioned once.

These statistics may not reflect all business and industry involvement. There were several businesses or business advisory councils identified in the "Other" category; however, the amount of involvement of the private sector may well be a legitimate concern.

6. The Roles of Agencies Involved in Supported Employment Development:

This question was misstated on the survey form, referring respondents to question four, having to do with long range planning, rather than question five which identified agencies coordinating in supported employment. In addition, many agencies responded by describing the roles of all agencies identified rather than just those with major roles in this program.

Despite these errors, there is some valuable information to be gained by analyzing this data. The agencies identified most often as cooperating with VR in providing service funding during training were in order of selection, Special Education, Developmental Disabilities, Mental Health, Local School Districts, and JTPA. It was clear from the responses that Vocational Rehabilitation agencies (blind and general) anticipated they would have primary responsibility for training services.

Developmental Disabilities and Mental Health were overwhelmingly identified as the agencies responsible for long-term support services. Resource development was also primarily considered a responsibility of these two agencies; however, other organizations such as State Facility Associations, Special Education, and the Developmental Disabilities Planning Council were also identified as having a major role by a majority of the respondents.

Referrals for supported employment programs were expected to come predominantly from Mental Health, Division of Developmental Disabilities, State Special Education, State Facility Association, and Local School Districts. Parents and Parent Advocates were identified by 16 State agencies as referral sources and this was identified as their major role in supported employment activities.

Case management responsibility appeared to distribute equally between Vocational Rehabilitation agencies (general and blind), Mental Health and Developmental Disabilities. Facilities were identified as having a secondary case management role. State Facility Associations or facilities were named as primary vendors of supported employment by 30 State agencies. Mental Health was named as a vendor by seven State agencies and Developmental Disabilities by six State agencies.

Client eligibility was determined to be primarily the role of the vocational rehabilitation agencies; other agencies which had a lesser role were Developmental Disabilities and Mental Health. Some State agencies also thought the State Special Education might have a role in eligibility determination.

The major parties in direct provision of services were identified as Vocational Rehabilitation agencies, Developmental Disabilities and Mental Health. State Special Education was also identified by some agencies as having a role in the provision of services. Support services were the responsibility of State Facility Associations, Developmental Disabilities, Vocational Rehabilitation agencies, and Mental Health. Special Education and Local School Districts were also identified as having a role in this area.

7. Definitions of Supported Employment:

Several definitions of supported employment, ranging from general to specific criteria involving disability and income, were provided as choices to this question. Respondents were also allowed to provide their own definitions. Eight agencies added definitions of their own to the list. Pennsylvania provided criteria around which they define their supported employment program (see Attachment C). Virginia developed different definitions including job coach/employment support, enclave model, mobile crew, entrepreneurial model and benchwork. Utah developed a category called individual placement model.

The main differences seem to be between the survey definitions and the State agency provided definitions the removal of specific disability and income level criteria, except for the entrepreneurial model. This model appears to develop a small commercial activity with the purpose of employing handicapped persons as well as nondisabled persons.

Washington State added a definition for a mainstreamed workshop in which a facility has a portion of its program located in a competitive worksite with work being provided either by the company from whom the space is leased or from other work generated by the facility. In either case, wages are paid by the facility.

The general definition of supported employment was used by 79% of the agencies, the definition of an enclave was used by 59%, the definition of supported jobs was used by 59%, the mobile crew definition was used by 55%, and the definition of benchwork was used by 30% of the agencies responding to the survey.

It was clear from many comments, however, that the State vocational rehabilitation agencies felt supported employment alternatives, such as enclaves, etc., would be appropriate for any disability group depending on the individual need for support services. It was recognized that developing the resources for support services for other than the developmentally disabled population was a critical issue and one that would not be resolved easily.

One may also speculate that the dramatic drop in State agencies using the benchwork definition may relate to a feeling that there is little difference between benchwork and current traditional facility services.

8. Numbers of Programs Currently in Existence:

State agencies reporting supported employment programs in existence indicated many of them had been initiated from 1978 to 1982. The range was from 1963 to 1986. Wisconsin, with nearly 1000 reported supported jobs, indicated their program had begun in 1979. Pensylvania reported 100 supported jobs were initiated in July 1986. Ohio, another State with a large number of programs, reported 100 enclaves, 600 supported jobs, uncounted mobile crews, and six industrial based benchwork programs. Texas reported 150 supported jobs, 50 enclaves and 50 benchwork programs with the earliest program begun in 1976.

Fifty State agencies reported supported employment programs in operation, ranging from a few demonstration models to statewide programs. An estimate of numbers of programs in place was provided by some States, others said a thorough count had not yet been done. Of those who provided figures, it was reported there were 40 supported employment programs, 214 enclaves, 1838 supported jobs, 192 mobile crews, 78 benchwork programs, and 14 mainstreamed workshops (Mainstreamed workshops were reported only in Washington State).

Four agencies reported they were in the planning stages of developing demonstration programs and another three agencies reported requests for proposals had been let and they were preparing to have some new programs in the next year.

9. Types of Vendors:

State agencies were given the option of selecting more than one type of vendor as those from which they would purchase supported employment services. The most often selected was a private non-profit facility with 72% of the State agencies. The next most popular vendor was a State agency operated program or facility with 40% of the State agencies selecting this resource. Third ranked was a sheltered workshop which had been providing sheltered employment with 34% of the States selecting this option. A private for-profit vendor was selected by 28% of the State agencies while new organizations providing only supported employment services was selected 22% of the time. Various other options were selected by 14% of the agencies; among these other choices were business and industry and contracted trainers and tutors.

It appears from this data that State agencies may be expecting current facilities and sheltered workshops to respond to their requests for new types of services. Previous responses indicate State agencies are willing to assist with establishment grants and other forms of remuneration to develop necessary services.

10. Need for Revised Standards or Fees for Services for Supported Employment Programs:

Approximately half of the responding agencies indicated a need for revised fees for services or standards for supported employment programs. The biggest issue was fees for job coaches. Current facility fees for service do not reimburse the cost of the intensive one-on-one training which job coaches provide. One agency recommended reduced payments as the amount of time and scope of services declined for each client as they became more familiar with their job.

Virginia recommended the development of clear outcome criteria and standards which included the prioritization of services to severely disabled persons who needed intensive post-employment services or support to maintain their employment. Additional criteria included a minimum of 20 hours a week employment, a significant increase in earnings over previous work, jobs which address the need for benefits, include interaction with non-handicapped co-workers, and have no more than eight workers with disabilities at any one site.

Other States recommended establishment of qualifications for job coaches, recognition of supported employment as a legitimate outcome for vocational rehabilitation, establishing criteria for termination of vocational rehabilitation involvement, and, in the same vein, developing a definition of time-limited services.

11. Involvement of the Employer Community in Supported Employment:

Forty-six agencies are either planning for business and industry involvement, have developed advisory boards, or have identified individual businesses which will participate in supported employment alternatives. Associations of business persons seem to be popular contact points with Retail Merchant's Assn., State Manufacturer's Assn., Business and Industry Assns., and Chambers of Commerce. Many different types of individual employers seem to be participating. Tops among these are Federal and State installations, electronic assembly companies, food services, hotel/motel organizations, and manufacturing companies. Small businesses were mentioned by many States, who feel supported jobs are most easily developed in small operations where personalized attention can be provided.

12. Coordination with the Administration for the Developmentally Disabled's Employment Initiative:

Forty of the State agencies responding indicated some level of liaison and cooperation with the Employment Initiative. This effort generally took the form of representation by the Developmental Disabilities Planning Council in supported employment planning or in their funding of demonstrations of supported employment. Another more indirect form of involvement was identified as the receipt of one of the ten supported employment grants, since ADD contributed to the funding of these grants. The cooperative efforts ranged from planning, to what appeared to be active program development and cooperative services.

13. Cooperative Agreements Describing Supported Employment Roles and Responsibilities:

Eleven State agencies have cooperative agreements with other agencies or organizations which outline their roles and responsibilities. Three of the eleven use establishment grants and contracts as "cooperative agreements" between the VR agency and a facility. Five additional agencies are in the process of planning cooperative agreements.

Several cooperative agreements are attached (Attachments D & E, Appendices E-H). Illinois' cooperative agreement describes the need for and appropriateness of supported employment activities. Vocational rehabilitation's role is to provide services which will benefit the client in terms of employability. The Department of Mental Health and Developmental Disabilities role is to provide long-term follow-up as required. The agreement specifies the use of facilities and describes mobile crews and supported jobs or enclaves for supported employment. Not specified is the procedure for transfer of client funding responsibility for DOR to DMHDD. This activity has been arranged as a one year demonstration. Minnesota has an agreement with Developmental Disabilities, Vocational Education, Vocational Rehabilitation, two facilities, and a business to provide a pilot project in food services. Vocational Education and Vocational Rehabilitation are paying for vocational instructors, trainers, and tutors for 359 hours of training and extended support is provided by the facilities after that period. It appears that facilities may be paid on an on-going basis from Developmental Disabilities funds, thereby making vocational education and rehabilitation funding supplemental funds during the training period.

14. Methodologies Developed Using Cooperative Provision of Services or Funding:

Thirteen agencies have developed methodologies describing cooperative efforts both procedurally and in terms of funding for supported employment services. Another seven agencies report procedures and funding mechanisms are in the process of being worked out between involved agencies. Two examples are cited below.

The State of Colorado has developed a Memorandum of Understanding between the Colorado Division for Developmental Disabilities, Division for Rehabilitation and the Denver Board for the Developmentally Disabled. The memo outlines roles including services, technical assistance, and administration of the Denver activity to be provided by the Denver Board; the Division of Rehabilitation is providing $3000 per client to the Denver Board for training and has designated a counselor to provide rehabilitation services to clients and participate in interagency staffing; and the Division of Developmental Disabilities will be providing funding for employment maintenance services at an annual rate of $1000 per client.

During the same period in which the Division for Rehabilitation is providing funding for training, the Division of Developmental Disabilities is continuing payment for the Denver Board for Adult Day Program services, at the established rate. This effort appears to maintain developmental disabilties funding while adding in vocational rehabilitation funds for a period of training. There is also a clear assurance of continued support services after the training period. The agreement is included as Attachment F.

The Oregon Vocational Rehabilitation Division, and Mental Health Division, have also been developing a methodology for providing supported employment services. This program includes cooperative funding and coordinated service delivery. The outline of procedure and fees for services are included as Attachment G.

15. Planned Use of Part A, Title VII, Funds for Supported Employment Services.

The majority of State agencies reporting indicated they would not be using Title VII, Part A, funding for Independent Living (IL) in supported employment activities. Approximately 5%, or four of the agencies, report plans to use Independent Living funding for supported employment. Another nine, or about 12% of the agencies, have not yet decided this issue. The major concern is the lack of funding for independent living services and the many priorities in this area. Many of the agencies considering the use of IL service funds are evaluating the needs of the disabled community with supported employment as one service alternative.

16. VR Agency Participation in Follow-along Support Services for Clients Placed in SEMP:

The term follow-along support services was not defined in this survey; however, the context indicated the question concerned long-term support services. The variety of responses are informative in terms of understanding various approaches to supported employment in collaboration with other agencies.

Seven agencies indicated follow-along support would be provided for the usual 60 days and as post-employment services on an as needed basis to assure employment is maintained. Another seven agencies indicated they had no fixed timeframe for the provision of follow-along support; one of these agencies indicated they would be using their post-employment procedures for the provision of follow-along support services.

Two more agencies indicated they would provide follow-along services until the client was stabilized on the job (not defined). Six agencies had policies providing follow-along support services over longer periods of time ranging from four to 12 months and up to 18 months in one agency.

Another four agencies indicated they had not yet determined a policy for the provision of follow-along services, while another agency indicated they would provide follow-along services consistent with Federal regulations. Two agencies indicated they had State-only funds available for the provision of follow-along services.

Agencies which were providing or planning on providing follow-along services generally defined these services as requiring periodic reviews at the employee's worksite, including being on call to resolve problems. This usually entailed one-on-one contact with the employer and client and could involve worksite intervention. Additionally, supervisor and co-worker education might be provided.

The majority of State agencies or 62% indicated they would not be providing follow-along support services to clients placed in supported employment. An assumption is made that the traditional 60 day follow-up and post-employment services would be available to these clients, but that no change in policy to further accommodate supported employment alternatives is planned.

17. Proposed VR Agency's Role in Supported Employment:

Forty-eight of 76 agencies, or 63%, indicated staff have been assigned to a supported employment initiative in the State. Nearly 70% of the agencies indicated responsibility for program development and service delivery issues has been retained at the State administrative level. However, 17% of the agencies have also assigned service delivery issues to district or field staff, which may indicate that implementation activities are underway in these States.

Eleven agencies indicated they were in the process of developing policies on supported employment including defining the role of vocational rehabilitation. The role most identified by vocational rehabiltation agencies, at 42%, was leadership in program development and planning. Many agencies were providing establishment grants for program development and were closely involved in statewide planning activities. The most often cited service, at approximately 37%, which VR agencies would provide, was time limited training. Other services identified included case management, counseling, guidance and placement, and time limited support services or post-employment services. Other agencies identified the potential need for adaptive aids and devices, client/parent preparation for supported employment and maintenance.

One agency, which had State funds made available from the legislature, indicated they would be providing long-term support services.

It appears from this data that about half of the VR agencies reporting are actively pursuing supported employment issues by participation in statewide planning activities. The role VR agencies can play in supported employment has not been clearly defined, but certain major services, such as training, have been identified, leaving the way open for continuing discussion and clarification.

18. & 19. Separate Tracking Systems to be Developed and the Types of Data to be Collected:

Approximately 54% of the agencies responding had determined to develop a separate data tracking system for supported employment clients. Two of the agencies who were not developing a separate system were planning on developing a crosswalk between their information systems and the Division of Developmental Disabilities system to collect data for their supported employment activities. Another 12% of the agencies had not yet decided how to track the results of their supported employment program.

Agencies were asked to indicate what elements of data on supported employment activities they were planning to track. Several elements were identified in the question:

Elements	# State Agencies Selecting this Element
Wages	35
Benefits	46
Hours Employed	46
Measures of Integration	29
Upward Mobility	15
Other	

The Other category received a variety of responses which will provide good evaluative data for their programs. Included were cost effectiveness measures, length of training, length of long-term support services, length of time limited support services from VR, and type of supported employment model.

State agencies identifying measures of integration were also asked to specify the data elements they might track. Several good ideas were identified. Virginia included level of social integration measuring general and physical separation from non-disabled co-employees with cooperative work and social interactions. Texas included a measure of those who can go into independent community employment. Florida defined integration as:

high = 75% or more co-workers are non-disabled;
medium high = 50% to 74% of co-workers are non-disabled;
moderate = 25% to 49% of co-workers are non-disabled; and
low = under 25% of co-workers are non-disabled.

Idaho planned to develop integration measures which tried to value the amount of social integration with non-disabled peers on the job.

20. Barriers and Issues on Supported Employment Alternatives:

Concerns about funding supported employment are the major issues identified by the responding VR agencies. The high costs of providing the job site training are a concern to several agencies. Concern over identifying a funding source for long-term support for chronically mentally ill persons and for persons with physical disabilities is also an issue.

The next major issue could be classified as procedural and case management concerns. Identification of roles and responsibilities of cooperating agencies in a supported employment program has been a major problem. At least eight agencies cited problems in getting cooperation in developing supported employment activities. One agency indicated the State Division of Developmental Disabilities was not willing to use their Adult Day Services funding for supported employment programming. Other issues of case management include confidentiality and changes in traditional methods of providing services.

Nine agencies identified concerns about involving business and industry in supported employment activities. Issues included confusion about the supported employment process, negative employer attitudes toward disabled persons, concerns about liability, and employer's ability or incentive to hire disabled persons.

Definitions of supported employment, long-term follow-up versus time limited follow-up, questions about first dollar requirement in relationship to supported employment are all issues with which State agencies are struggling. Agencies are re-examining traditional definitions of vocational rehabilitation services to determine the degree of flexibility and interpretation which may be available.

Another frequently mentioned barrier to supported employment program development is the lack of training programs for job coaches and other persons trained in behavior modification technologies. Some agencies were concerned about access to models for supported employment. Familiarity with these concepts would encourage further development in their States.

Transportation issues were mentioned several times. There was concern about availability of transportation in rural areas. Transportation was also an issue in locating supported employment sites. High unemployment in several areas contributed to concerns over finding supported employment sites. High unemployment and limited transportation options may severely impact supported employment program development.

A last major concern is the impact of supported employment on benefits of clients. Section 1619(a) allows SSI disabled recipients with earnings above the substantial gainful activity level to receive benefits until their countable income reaches the Federal breakeven point. Section 1619(b) provides that disabled and blind persons may be eligible for Medicaid and Social Services (Title XX) even if their income exceeds the breakeven point. However, several States indicated they were not covered by Section 1619 of the Social Security Act. This may be because some States have elected to use their own more restrictive policies rather than Social Security regulations.

Additionally, it is not clear how Social Security will apply its regulations to client wages earned through supported employment programs, thus impacting on their various benefits including Medicaid and Title XX services.

21. Training and Technical Assistance Resources:

The majority of State agencies had used at least one resource to learn about supported employment. Most often cited was one of that State's own universities. The most common single resource identified by 14 State agencies was the Virginia Commonwealth University Research and Training Center. States from Alaska to New York had used this resource and generally rated it as excellent.

The Employment Network was identified by ten State agencies as being of assistance in developing supported employment alternatives. Joe Campbell, from Incentive Community Enterprise, in Massachusetts, was identified by four State agencies as being a helpful resource. Rehabilitation Services Administration Regional Offices and Central Office were cited as helpful resources by another four agencies. A publication from the National Association of Rehabilitation Facilities was rated excellent by three State agencies. Another resource was the University of San Francisco and Robert McDaniel, which was rated highly by three more agencies. In all, 40 resources were identified and rated by the responding State agencies. This seems to indicate a large interest in supported employment and a variety of organizations developing at least some level of expertise to share with agencies attempting to understand the parameters of the supported employment activity.

22. Training and Technical Assistance Needs:

The needs of the State agencies for developing supported employment activities can be divided into three areas: regulation and policy development; consultation in operationalizing supported employment; and training.

State agencies felt the need for clearer regulations and policies in a number of areas impacting on supported employment. The major questions related to defining supported employment. The various Federal definitions and criteria posed in requests for proposals have caused concerns about what is and what is not supported employment. As stated earlier in this paper, clear definitions provide the parameters around which current programs can judge their performance and/or inclusion in supported employment.

Policy statements from RSA providing parameters around the provision of vocational rehabilitation services are critical. Issues such as follow-along, provision of post-employment services, determining approriate length of training services and when to close a vocational rehabilitation case need clarification either in policy or regulation.

Operational issues include those which are related to techniques of implementation. Some agencies are finding it difficult to negotiate cooperative agreements with developmental disabilities agencies and are requesting a mandate from the Administration on Developmental Disabilities and Rehabilitation Services Administration requiring cooperation between the respective State agencies.

Many State agencies have asked for technical assistance on how to develop a statewide supported employment project. The Delaware Division of Vocational Rehabilitation summarized the issue well, "It is relatively simple to develop small projects with a single agency; however, it is anticipated that the need and utility for supported employment is widespread (i.e., disability groups, SEMP models) and development of a "superstructure" that can address multi-agency collaboration in all disability groups is needed."

The specific needs identified include: developing need assessments, program development, technical assistance and consultation in defining program specifications and policies, job descriptions, developing good cost benefit standards, technical assistance to facilities and other providers, methods to encourage employer involvement, developing rehabilitation engineering capability, and the development of methodologies using supported employment models with blind persons.

This leads right into the many training needs identified. Many State agencies are asking for an opportunity to share in discussions of various models to see which techniques and options might work the best in their situation, without undergoing expensive trial and error. The two most crucial needs, however, are supported employment training for counselors and other caseworkers, and job coach training for providers. Training is seen as valuable for parents and advocates as well as the business community to describe supported employment and how it will affect their interests.

Summary of Issues and Recommendations for Future Activities to Implement Supported Employment:

1. There are many definitions of supported employment, at least two of which are regulatory (ADD and RSA). In addition, there are in proposed legislation, additional definitions of supported employment. Many States who are interested in the concept of supported employment are asking for clearer descriptors of supported employment. At some point, in order to have some consistency of programs across States, some parameters or criteria describing supported employment versus other types of employment will have to be developed. A policy statement providing program descriptors should be developed.

2. A related issue is the need for clear outcome criteria and closure standards. Clarification of the closure code for supported employment, i.e., competitive closure or a new category of supported employment would assist State agencies in reporting on this activity. Closure standards could include such things as a minimum of 20 hours employment, a significant increase in wages over previous work, or a significant increase in integration. Discussion of these issues in a task force could result in policy recommendations to assist program implementation nationwide.

3. The consistent comment in the feedback from States responding to this survey is that vocational rehabilitation can provide time limited services. When questioned about technical assistance needed, the issue was a definition of short-term, time limited services.

It is clear that some National discussion of vocational rehabilitation services in relation to supported employment programs is needed. As a result of that discussion, policies can be developed which can take into account legal requirements, traditional practice and results of supported employment demonstrations.

4. Confidentiality is being raised as an issue in supported employment. Can a counselor share casefile information with a cooperating agency? How is information shared with a business? These and other issues of confidentiality need to be discussed, need legal interpretation and need National policy statements.

5. The impact of supported employment on benefits for disabled persons such as SSI, SSDI, and Medicaid/Medicare needs to be discussed. Some States indicate that Section 1619(b) of the Social Security Act is not in effect in their State. OSERS needs to communicate the concepts of supported employment to the Social Security Administration. Discussions of how supported employment wages will be counted against substantial gainful activity or what costs may be considered expenses of employment may affect the status of benefits of those clients engaged in supported employment.

6. The involvement of the private sector is crucial for many elements of supported employment. Developing methods to approach businesses to get their cooperation and participation is important. Training packages and other tools need to be developed and shared with the States involved in trying to implement supported employment. Meetings or conferences need to be held to allow opportunities for States to share their approaches.

7. Meetings, conferences, or individual State consultations are necessary to share information on such issues as job coach descriptions, fees for services methodologies, identification of roles and responsibilities of participating agencies, identification of funding resources for long-term support, resolving transportation problems of supported employees, etc.

8. State vocational rehabilitation agencies are finding it difficult to encourage State agencies servicing developmetally disabled persons to reprogram their adult day programming into long-term support services. This issue should be addressed through discussion at the Assistant Secretary level in the Dept. of Education and the appropriate level of the Dept. of Health and Human Services to determine the possibiltiy of further encouragement to the appropriate States. Additionally, opportunities to share techniques or methodologies which have resulted in cooperative efforts should be provided through training or conference mechanisms.

9. Training programs are needed in several areas including:

   1. Job Coach - to provide training on how to provide job coaching services including behavioral modification techniques;

   2. Vocational Rehabiliitation Counselors and Developmental Disabilities Caseworkers - to describe supported employment models and the expected outcomes and to discuss methods of cooperative planning;

   3. Parents and Parent Advocates - to describe supported employment, the benefits and the potential liabilities (SSI, SSDI benefits, Medicaid, etc.) of the participation in the program.

   4. Business and Industry - to encourage interest and participation in hiring persons needing on-going support services, and other supported employment activities.

Attachment A

	1 Estimated Number of Disabled Persons That Might Benefit From Supported Employment Projects	2 Development of Supported Employment Alternatives in the State	3 Three Most Important SEMP Development Activities (w/VR Involvement)	4 Short/long-Range Plans for Developing Supported Employment	5 Other Agencies/Organizations With Which VR Coordinates Supported Employment Programs	6 Role of Each Major Agency or Organization
Region I						
Connecticut Div. of Rehab. Services	An estimate of 6000+ persons was developed based on figures from the Developmental Disabilities Council and the Dept. of Mental Retardation; an estimate of 350 VR clients was made based on R300 data on cases closed in sheltered employment.	Statewide development of supported employment alternatives is being pursued by the Developmental Disabilities Council, the Dept. of Mental Retardation, the Corporation for Supported Employment and private rehabilitation centers.	a) Demonstrations and Models b) Policy Development c) Corporation for Supp. Empl.	Long-term planning through the National Policy Academy with the Developmental Disabilities Council and Dept. of Mental Retardation to develop long-term commitments and programs.	Division of Developmental Disabilities, Division of Mental Health, Developmental Disabilities Planning Council, Governor's Committee on Employment of the Handicapped, State Facility Association, State Job Services, Corp. for Supported Employment, Dept. of Mental Retardation, Dept. of Income Maintenance	See Appendix A
Connecticut Board of Ed. & Svcs for the Blind	No estimates are available.	Supported employment alternatives are being developed at both the State and local levels.	a) Study Group b) Advisory Group c) Policy Development	Cooperative planning with DD and the Dept. of Mental Retardation has begun. An experimental enclave is being developed.	Division of Developmental Disabilities, Developmental Disabilities Planning Council, Governor's Committee on Employment of the Handicapped, State Facility Association, Parents and Parent Advocates, Local School Districts.	See Appendix A
Maine Bureau of Rehab. Services	There is no estimate of the numbers of persons with disabilities who might benefit from supported employment alternatives, however, about 260 VR clients who were found to be too severely disabled for whom there were no appropriate services or were closed into sheltered employment, might benefit from supported employment programs.	Maine has developed a supported employment program funded with money provided by the State Legislature to increase the number of Special Education sites by providing a subsidy to employers who hire special education program workers. This program is statewide and is administered by VR and supported by Special Education.	a) Supported Employment Advisory Committee b) Work Related Committee on the DD Council c) State Funded Supported Employment Demonstration Project Throughout the State	The supported employment demonstration project is the first step in developing a stable funding source for VR clients who have been closed in supported employment positions.	Division of Dev. Disabilities Division of Mental Health Dev. Dis. Planning Council State Facility Assn. State Special Education Services for the Blind Vocational Education	See Appendix A
Massachusetts Rehabilitation Commission	No estimates of numbers of persons in the State who might benefit from supported employment were available. There are approximately 600 VR clients, who might also benefit.	The Executive Office of Human Services sponsored Task Force is developing a position paper on supported employment. Several LEAs and private schools (Special Education) have programs. The Division of Mental Health has scattered contracts, especially in the Eastern Region of the State.	a) Task Force b) Position Paper Development	As a result of the position paper being developed, the State agencies intend to request State funding.	Division of Mental Health, Developmental Disabilities Planning Council, State Facility Assn., State Special Education, Services for the Blind, Bureau of Transitional Planning.	See Appendix A
Massachusetts Commission for the Blind	The Commission estimates there may be 350 persons in the State who may benefit from supported employment programs, 75 of whom are currently in the VR system.	The Mass. Rehab. Commission has some activity via contract; the Comm. for the Blind is participating in current planning efforts in the State.	a) Statewide Task Force via Executive Office of Human Services b) Site Visits e) In-House Program Development	Yes, plan to begin pilot projects within the next Fiscal Year.	Division of Mental Health, Developmental Disabilities Planning Council, State Facility Assn., Services for the Blind, Exec. Office of Human Services, Mass. Rehab. Commission.	See Appendix A

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New Hampshire Div. of Voc. Rehab.	An estimate of 843 persons with disabilities may benefit from the development of supported employment alternatives in new Hampshire. No estimate of VR clients who could use supported employment alternatives was made.	Yes, the Division of Developmental Disabilities has contracts with private agencies.	a. TEP-SEP Continuum Development - Local VR-DD Planning b. UNH Institute	Yes, in discussion stages only.	Div. of Dev. Disabilities Div. of Mental Health Dev. Dis. Planning Council State Facility Assn. DS Area Agencies	See Appendix A
Rhode Island Voc. Rehab. Services	Studies are currently being conducted. Numbers of disabled persons estimated to benefit from supported employment programs appear to be significant.	Yes, VR statewide demonstration projects serving psychiatrically disabled & retarded. VR is collaborating with other public and private providers and assisting in developing initiatives.	a. Policy Development b. Demonstration Project c. Awareness by Other Agencies d. Common Definition of Supported Employment	Short-range plans include an Establishment Grant which is currently operational. Long-range plans include collaboration with a consortium of public and private providers exploring supported employment alternatives.	Div. of Mental Retardation Div. of Mental Health Dev. Dis. Planning Council Comm. on Handicapped Facilities Advisory Comm. JTPA State Special Ed. Services for the Blind Local School Dist. Vocational Ed. Private Rehab. Facilities	See Appendix A
Rhode Island Svcs f/t Blind & Vis. Impaired	The Rhode Island State Services for the Blind and Visually Impaired have approx. 30 blind VR clients who might benefit from supported employment projects, however, actual estimates are not available.	The Rhode Island General agency has begun developing statewide supported employment alternatives.	a. Study Group	No	None	N/A
Vermont Voc. Rehab. Svcs Division	No estimates are available.	Six transition projects currently function in the State. Individual tutor/trainers are often hired to work with severely physically disabled clients on a one-to-one basis.	a. Transition Projects and Contracts b. Inter-agency Task Force c. Task Force for Developing Service Programs for the Mentally Ill	A long-term plan for using tutor/trainers with a wide variety of clients in the general caseloads.	Divison of Mental Health Dev. Dis. Planning Council State Job Service JTPA State Special Ed. Parents/Parent Advocates Local School Districts Vocational Ed. Vermont Liberation Org.	See Appendix A
Vermont Div. f/t Blind & Vis. Impaired	Vermont Blind agency did not respond to the survey.					

23

	7 Definitions of Supported Employment Being Used by VR and Cooperating Agencies	8 Number of Programs Developed or in the Process of Development	9 Type of Vendors the VR Agency is Using/Planning to Use in Providing Supported Employment	10 Establishment of Standards or Fee for Services Systems (need for/areas of need)	11 Involvement of Employer Community in Supported Employment Activities
Region I					
Connecticut Div. of Rehab. Services	a) Supported Employment b) Enclave - With Continuous Support from an Appropriate Agency c) Supported Jobs d) Mobile Crew e) Benchwork	RFP's have been requested by the Dept. of Mental Retardation to meet individual needs of the agency and community. Some programs were started in October, 1985.	a) Private Non-Profit Facilities b) Private For-Profit Companies e) State Agency Program/ Facilities f) Business and Industry	No	a) Connecticut Business & Industry Assn. - Vice Pres. b) Hartford Chamber of Commerce - Director
Connecticut Board of Ed. & Svcs for the Blind	a) Supported Employment b) Enclave	An enclave is in the planning stage.	b) Private For-Profit Companies e) State Agency Program/ Facilities	New standards and fee for services systems will probably be needed.	a) Packaging Operation
Maine Bureau of Rehab. Services	a) Supported Employment b) Enclave c) Supported Jobs d) Mobile Crew	Five janitorial projects have been in existence since 1982.	a) Private Non-Profit Facilities b) Private For-Profit Companies c) Sheltered Workshops	Yes, Supp. Empl. services should be only those needed to keep the worker on the job. As services are withdrawn, the payments to the facility should be lowered to reflect the reduction of services. The Supported Employment Program provides continued funding to employers to support VR clients who have been closed competitively employed, but because of lower production rates and additional supervision needs, create higher overhead costs.	It is planned to involve the employer community with supported employment programs.
Massachusetts Rehabilitation Commission	a) Supported Employment c) Supported Jobs d) Mobile Crew e) Benchwork	An exact number of supported employment programs were not available. However, Bay State Skills has had supported jobs since 1981 and other programs, especially mobile crews, have been in existence for over ten years.	a) Private Non-Profit Facilities e) State Agency Program/ Facilities f) Local Consortiums of Local Business, Private Non-Profit Providers, Mass. Comm. for the Blind, Div. of Mental Health, and Mass. Rehab. Commission.	No	No
Massachusetts Commission for the Blind	a) Supported Employment b) Enclave c) Supported Jobs d) Mobile Crew	Mass. Comm. for the Blind is discussing possible development of enclaves, supported jobs and mobile crews. MCB clients have participated in mobile crews in the past, but projects have not been initiated exclusively for their clients.	a) Private Non-Profit Facilities b) Private For-Profit Companies c) Sheltered Workshops d) New Organizations Providing Only Supported Employment Services e) State Agency Programs/ Facilities	Yes, both fees and standards will be dependent upon which services options are developed. Activities requiring attention will be Job Coaching Services, Transportation, Employer Marketing, Job Analysis/ Development.	None

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~.	a. Supported Employment b. Enc'aves c. Supported Jobs d. Mobile Crews	Three Enclaves 12 Supported Jobs 4 Mobile Crews These supported employment activities were begin in Spring of 1979.	a. Private Non-Profit Facilities b. Private For-Profit Companies	No	No
Rhode Island Voc. Rehab. Services	a. Supported Employment b. Enclaves c. Supported Jobs d. Mobile Crews f. Business Enterprise (majority of workers handicapped)	One Enclave One Supported Job Three Mobile Crews Two Business Enterprises The earliest of these programs was initiated in 1978.	a. Private Non-Profit Facilities	Special fees for services have been developed for use in the OSERS Supported Employment Project. These will be tested and final decisions on state-wide standards will be made at a later date.	The employer community is expected to be involved in supported employment activities after successful demonstration of the OSERS Project.
Rhode Island Svcs f/t Blind & Vis. Impaired	a. Supported Employment b. Enclaves	None	Private Non-Profit Facilities	This issue is presently being studied.	No
Vermont Voc. Rehab. Svcs Division	c. Supported Jobs d. Mobile Crews	One Enclave Four Supported Jobs Two Mobile Crews These programs were initiated in 1984 and 1985.	a. Private Non-Profit Facilities e. State Agency Programs/ Facilities f. Contractural Tutors/ Trainers	Yes, because this is a new program area and no uniform fees have been established statewide.	a. Business Adv. Groups
Vermont Div. f/t Blind & Vis. Impaired	Vermont Blind agency did not respond to the survey.				

	12 Supported Employment Activities in Coordination with Employment Initiative of Fed. Admin. or DD(ADD)	13 Written Cooperative Agreements	14 Methodologies Developed Using Cooperative Provision of Services or Funding	15 Planned Use of Part A, Title VII, Funds for Supported Employment Services	16 VR Agency Participation in Follow-Along Support Services for Clients Placed in SEMP	17 Proposed VR Agency's Role in Supported Employment
Region I						
Connecticut Div. of Rehab. Services	Yes, Connecticut's Exec. Dir. is Chairperson of NADD - Employment and Training Task Force. He is a leader on this initiative.	Yes, two are in the process of being developed, one with the Supported Employment Corporation, the second within the Policy Academy.	Yes	No	Yes, for sixty days and post employment services.	As sites are found, VR will assist in time limited training at the site and post-employment services. Major responsibility is centered at the State level, but districts are involved in Regional planning.
Connecticut Board of Ed. & Svcs for the Blind	Marginally	No	Yes, however, written descriptions are not yet available.	No	No	Short-term services, consultation and support. No staff have been assigned to this initiative; responsibility is being maintained at the State level.
Maine Bureau of Rehab. Services	The DD Planning Council is planning to have a committee on supported employment in which the Maine Bureau of Rehabilitation will participate.	No	No	No	The special demonstration funds which are currently being used for follow along support services will end on June 30, 1987. It is planned to request continued funds from the Legislature. Qtrly reports and annual review are required for facilities receiving funds to encourage development of additional sites and to reduce employer subsidy.	Each client has up to $2000 per year which the VR counselor may apply to the costs of follow along services. Asked to assist in this project is a Central Office consultant.
Massachusetts Rehabilitation Commission	The Developmental Disabilities Planning Council has been involved in all major activities.	No	No	This issue has not yet been addressed.	Follow along support is currently provided for clients placed in extended sheltered employment situations within industry sites. This form of work supervision is provided indefinitely.	Leadership in development of supported employment. State level staff have been assigned to assist in this initiative.

	12 Supported Employment Activities in Coordination with Employment Initiative of Fed. Admin. or DD(ADD)	13 Written Cooperative Agreements	14 Methodologies Developed Using Cooperative Provision of Services or Funding	15 Planned Use of Part A, Title VII, Funds for Supported Employment Services	16 VR Agency Participation in Follow-Along Support Services for Clients Placed in SEMP	17 Proposed VR Agency's Role in Supported Employment
Massachusetts Commission for the Blind	Not presently aware of such an initiative.	No	No	No	No	Assessment of statewide need for MCB clients development of program options to respond to need and/or management, either singularly or in collaboration with other agencies/ vendors of service programs. A part-time staff person has been assigned from the State office to manage this initiative.
New Hampshire Div. of Voc. Rehab.	Yes	Yes	Yes, however, the methodology has not been formalized.	No	No	The VR agency's role in supported employment is still in the discussion stage. No staff have been assigned to this initiative.
Rhode Island Voc. Rehab. Services	The Supported Employment Project is being coordinated with the ADD "Employment Initiative" through a placement supervisor on the DD Planning Council and through a RFP including supported employment projects issued by the Div. of Dev. Dis. in June.	No	A procedure is being developed involving collaborating agency case managers.	Under consideration.	The Rhode Island Div. of Voc. Rehab. provides time-limited follow-along support services for clients placed in supported employment. Once a client is placed and trained, the collaborating agency will have case management responsibility.	The proposed VR agency role is time-limited training, counseling, and case management, advocacy and tech. assistance for program development. State level staff have been assigned to this initiative.
Rhode Island Svcs f/t Blind & Vis. Impaired	N/A	No	No	No	This issue is being studied.	Program development for employment opportunities in integrated settings. A facilities and placement specialist has been assigned to this initiative at the State level.
Vermont Voc. Rehab. Svcs Division	No	Vermont uses Establishment Grants and Companion Contracts as cooperative agreements.	Methodologies have been developed and materials have yet to be established in writing.	No	No fixed time period for follow-along support services. Follow-along is provided by individual tutor/trainers.	Leadership in developing partnership with other key agencies. Staff have been assigned to this initiative at both the State and District organizational level.
Vermont Div. f/t Blind & Vis. Impaired	Vermont Blind agency did not respond to the survey.					

	18 Separate Tracking System 19 Critical Elements Tracked	20 Identified Barriers/Issues	21 VR Agency's Use of Training or Technical Assistance Resources.	22 Need for Training or Technical Assistance
Region I				
Connecticut Div. of Rehab. Services	Yes Elements: Wages, Benefits	Lack of business and industry involvement. Need a strong awareness program. Confusion about supported employment process.	a) Current successful programs as models in and out of State. b) Statewide conference with Bellamy and Wehman as consultants. (Resources rated as "excellent".)	How to Entice Business and Industry to Become Partners
Connecticut Board of Ed. & Svcs for the Blind	Yes, a tracking system is planned. Elements: Wages, Benefits, Hours Employed, Measures of Integration, Upward Mobility.	Major barriers appear to be funding, especially considering forecasted Federal budget cuts, and coordination of planning.	Division of Developmental Disabilities, Dept. of Mental Retardation; these resources were rated "satisfactory".	None for now.
Maine Bureau of Rehab. Services	A tracking system is planned. Elements: Wages, Benefits, Hours Employed, Upward Mobility.	The cost of supported employment programs is a major barrier; employment programs vs. day programming and the willingness of the Bureaus of Mental Retardation and Mental Health to provide funds from day programming for supported employment programs. A second issue is employer reaction when asked to hire employees requiring extra supervision.	No	None identified at this time.
Massachusetts Rehabilitation Commission	This decision has not yet been made.	The present rate setting structure has been identified as a disincentive to developing supported employment programs.	No	None identified to date.
Massachusetts Commission for the Blind	Yes, a tracking system is being planned. Elements: Minimum Wage, Benefits, Hours Employed, Pre and Post Levels of Integration, Upward Mobility, Reduction in Levels of Public Assistance Required by Participants.	Yes, there is a need for clarification of turf control and who pays for what. We are discussing the possibility of an umbrella statewide program mixing clients from a number of different agencies into the same worksites under jointly contracted vendors. Case management, confidentiality and other issues need to be sorted out.	Assumption College Bay State Skills Private Providers Perkin's Project With Industry (Resources rated as "very helpful".)	We need to hear from other States, especially in New England, who have successful model programs particularly those who have served blind persons. What is an appropriate scope to start with, what is the best way to approach employers, how do we close a case, etc.?

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New Hampshire Div. of Voc. Rehab.	A tracking system is being planned. Elements: Wages, Benefits, Hours Employed, Measures of Integration, Upward Mobility, and Plan Achievement.	Yes, the major barriers are resistance to change.	Yes, Lou Brown, Tom Bellamy, Joe Campbell. Interagency Training, University of Hartford. Resources have been rated "useful".	Federal Regulations on SEP, timelimited "definitions", discussion of models.
Rhode Island Voc. Rehab. Services	Yes, a tracking system is being planned for supported employment. Elements: Wages, Benefits, Hours Employed, Measures of Integration, Upward Mobility and other critical variables in a successful program.	Definition of supported employment, impact on SSI, awareness of need to meet Labor Laws, case management.	Literature, Regional Office, and private consultant, tech. assistance. Resources rated as of "some value". Comment: Confusion regarding inconsistent definitions of supported employment.	Information from funded projects.
Rhode Island Svcs f/t Blind & Vis. Impaired	This item is being studied.	No	No	Unsure
Vermont Voc. Rehab. Svcs Division	No Elements: Wages, Benefits, Hours Employed, Cost Effectiveness.	The major barrier identified is lack of funds.	Doctor Susan Haszi, U. of Vermont. These resources were rated "good:.	Developing good cost benefit standards, recognition of tutor/trainer role in general caseloads, learning about supported employment experiences in other States.
Vermont Div. f/t Blind & Vis. Impaired	Vermont Blind agency did not respond to the survey.			

	1 Estimated Number of Disabled Persons That Might Benefit From Supported Employment Projects	2 Development of Supported Employment Alternatives in the State	3 Three Most Important SEMP Development Activities (w/VR Involvement)	4 Short/long-Range Plans for Developing Supported Employment	5 Other Agencies/Organizations With Which VR Coordinates Supported Employment Programs	6 Role of Each Major Agency or Organization
Region II						
New Jersey Div. of Voc. Rehab. Services	No estimates are available at this time.	Div. of Dev. Disabilities has a statewide program. Project HIRE provides job coaches to work with clients; SSA-funded program in Monmouth County, New Jersey.	a. Policy Planning	Plan to use Innovation and Expansion funds to support job coaching. Expansion of Transition Program co-sponsored by Special Education.	Div. of Dev. Disabilities Gov. Comm. on Employment of the Handicapped State Facilities Assn.	See Appendix A
New Jersey Comm. f/t Blind & Vis. Impaired	An estimate is not available. An estimated 120 VR clients might benefit from supported employment programs.	DDD project HIRE statewide operation; currently has placed 113 persons in supported jobs.	a. Policy Development b. Study Group	New Jersey Blind has applied for an RSA Supported Employment Grant.	Div. of Dev. Disabilities State Facilities Assn.	See Appendix A
New York Office of Voc. Rehab.	An estimated 31,000 disabled persons might benefit from supported employment programs. This includes 16,000 in the sheltered employment program and 15,000 aging out students. There is no estimate of the numbers of VR clients that might benefit from supported employment programs.	New York State Dept. of Mental Retardation, Div. of Dev. Disabilities, has issued RFPs over the last two years totalling two million dollars. The Office of Vocational Rehab. is cooperating in this effort.	a. Demonstrations with DMR/DD b. Policy Development	The New York Office Voc.Rehab. policy is to develop with the Dept. of Mental Retardation/DD the joint provision of a range of services needed to maintain individuals in supported work. Similar discussion is underway with the Ofc.of Mental Health.	Div. of Dev. Disabilities Div. of Mental Health State Facilities Assn. State Job Service State Special Ed. Local School Districts Vocational Ed.	See Appendix A
New York Comm. f/t Blind & Vis. Hndcpd	No	Private agencies in individual locations have begun developing supported employment alternatives.	a. Advisory Groups	No	Div. of Dev. Disabilities NY State Dept. of Social Svcs	See Appendix A
Puerto Rico Voc. Rehab.	No estimates of the numbers of disabled persons that might benefit from supported employment programs is available at this time.	No	None	Puerto Rico VR is in the preliminary exploration phase.	Div. of Dev. Disabilities State Special Education Blind Advisory Committee of Puerto Rico	Roles of each program are undefined at this time.
Virgin Islands Voc. Rehab.	An estimated ten disabled persons currently in a State-operated sheltered work activities center might benefit from supported employment programs.	Special Education and Vocational Education have developed a proposal for a model supported employment program.	a. Task Force b. Demonstrations c. Advisory Committee	A long-range plan for supported employment activities is currently under development.	Div. of Dev. Disabilities Div. of Mental Health Governor's Comm. on Empl. of the Handicapped JTPA State Special Education Parents/Parent Advocates Vocational Education Dept. of Social Welfare-WIN Program	See Appendix A

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Region II					
New Jersey Div. of Voc. Rehab. Services	a. Supported Employment c. Supported Jobs d. Mobile Crews e. Benchwork	Mobile Crews and Benchwork opportunities were begun about a year ago.	a. Private Non-Profit Facilities b. Private For-Profit Companies e. State Agency Programs/ Facilities	Yes, new fees for services are necessary to provide a motive to provide sevices which do not fall into traditional approaches	No
New Jersey Comm. f/t Blind & Vis. Impaired	a. Supported Employment	None	a. Private Non-Profit Facilities e. State Agency Programs/ Facilities	None	No
New York Office of Voc. Rehab.	a. Supported Employment b. Enclave c. Supported Jobs d. Mobile Crews e. Benchwork	Thirty-one Supported Employment programs have been funded during 1984 and 1985. The breakdown of the exact type of program is not available.	a. Private Non-Profit Facility c. Sheltered Workshops f. Other	At this time, separate standards and a fee structure are being developed.	No
New York Comm. f/t Blind & Vis. Indcpd	a. Supported Employment c. Supported Jobs	None	a. Private Non-Profit Facilities c. Sheltered Workshops	No	a. Business Adv. Groups
Puerto Rico Voc. Rehab.	Undefined at this time.	Plans are to initiate some supported employment programs in Fiscal Year 1987.	e. State Agency Programs/ Facilities	No	EAC (Futuros)
Virgin Islands Voc. Rehab.	a. Supported Employment e. Benchwork	One Support Job One Benchwork These projects are scheduled to begin in September 1986.	e. State Agency Program/ Facilities	No	Virgin Islands Business Advisory Council

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Region II						
New Jersey Div. of Voc. Rehab. Services	Yes	No	No	No	The length of folow-along support services is negotiated for each client. Additional services, such as physical restoration, rehab. engineering, and medical support, may be provided.	Purchase of job coaching replicating West Virginia Model. State level staff are assigned to this initiative.
New Jersey Comm. f/t Blind & Vis. Impaired	No	A written cooperative agreement exists with the DDD.	No	No	No	New Jersey Blind is currently studying this issue. A State level staff person has been assigned to this initiative.
New York Office of Voc. Rehab.	No	No	No	No	No	To provide job development and training to the point of stabilization in employment. A State level staff person has been assigned to this initiative.
New York Comm. f/t Blind & Vis. Hndcpd	No	No	No	No	No	Coordination of efforts with Dev. Disabilities and private agencies when needed. A State level staff person has been assigned to this initiative.
Puerto Rico Voc. Rehab.	No	No	No	No	No	To coordinate supported employment activities and provide training support as appropriate.
Virgin Islands Voc. Rehab.	Supported Employment Activities are being coordinated through the development of an employment committee involving DDD, VR, Mental Health, and Industry.	No	No	Yes, Title VII funds are being considered for use in supported employment services.	No	To stimulate the development of supported employment sites based on existing models. Although no specific staff have been assigned to this initiative, the State level is responsible for coordinating activities.

3

	18 Separate Tracking System 19 Critical Elements Tracked	20 Identified Barriers/Issues	21 VR Agency's Use of Training or Technical Assistance Resources.	22 Need for Training or Technical Assistance
Region II				
New Jersey Div. of Voc. Rehab. Services	No N/A	Changes in the traditional method of providing services. Problems encountered in cooperative agreement with DDD.	Rutger University, Paul Wehman. These resources were rated "excellent".	Supported Employment training particularly for counselors, training in job coaching and the respective roles of VR and DDD in establishing inter-agency agreements.
New Jersey Comm. f/t Blind & Vis. Impaired	No N/A	No	No	Definition of supported work.
New York Office of Voc. Rehab.	Yes, a tracking system is planned. Elements: Wages, Hours Employed	No	Dr. Paul Wehman, this resource has been rated "adequate".	None
New York Comm. f/t Blind & Vis. Hndcpd	No N/A	No	CEPRA-2 and RSA Central Office; these resources were rated "adequate".	TA in developing needs assessment and extent to which supported employment will work with blind persons.
Puerto Rico Voc. Rehab.	No N/A	High Unemployment Rate, negative employer attitudes towards the disabled, particularly to those who are psychiatrically disabled.	No	Training to understand and develop a statewide supported employment program.
Virgin Islands Voc. Rehab.	Yes, a tracking system is being planned. Elements: Wages, Benefits, Upward Mobility.	The first dollar concept.	No	All training necessary to assist in establishing a State operated supported employment program.

	1 Estimated Number of Disabled Persons That Might Benefit From Supported Employment Projects	2 Development of Supported Employment Alternatives in the State	3 Three Most Important SEMP *Development Activities* (w/VR Involvement)	4 Short/long-Range Plans for *Developing* Supported Employment	5 Other Agencies/Organizations With Which VR Coordinates Supported Employment Programs	6 Role of Each Major Agency or Organization
Region III						
Delaware Div. of Voc. Rehab.	No estimates of disabled persons that might benefit from supported employment programs are available.	DVR/DMR are co-funding three enclaves statewide. Education and rehabilitation facilities are beginning pilots of job coaching programs.	a. Demonstrations b. Study Group c. Policy Development	We are developing models and submitting proposals for funding.	Div. of Mental Health Dev. Dis. Planning Council Gov's Comm. on Empl of the Handicapped State Facility Assoc. State Special Education Services for the Blind Parents/Parent Advocates Local School Districts Vocational Education Div. of Mental Retardation	See Appendix A
Delaware Div. for the Visually Imp.	It is estimated that there are ten disabled persons in the State that might benefit from supported employment programs. These estimates were derived from the Helen Keller National Center, and the Delaware Deaf/Blind Program. Approx. three VR clients might benefit from supported employment programs.	The Delaware Div. for the Visually Impaired is cooperating in the Delaware Div. of Voc. Rehab.'s efforts to develop supported employment programs.	a. Participation in the development of the DVR project.	To support and participate with DVR regarding supported employment programs for deaf/blind persons.	Services for the Blind Vocational Education Div. of Voc. Rehab.	See Appendix A
Dist. of Columbia Rehab. Svcs Admin.	No estimates of disabled persons that might benefit from supported employment programs are available, however, approx. 30% of the VR caseload or 3,500 handicapped persons might benefit from supported employment programs. This estimate was developed from a caseload survey.	Rehabilitation Services Administration, Mental Retardation, and Dev. Dis. Admin., DC Public Schools and the Mental Health Administration have developed supported employment for the entire City/State.	a. VR State Agency Exploration of Funding Alternatives b. Policy Development on Supported Employment c. Demonstration Projects	Demonstration of supported work through programs designed to gain more widespread acceptance of the concept as an alternative to present programs for persons who are severely disabled; especially mentally ill, mentally retarded, deaf/blind, etc., clients.	Div. of Dev. Disabilities Div. of Mental Health Dev. Dis. Planning Council Mayor's Comm. on Empl. of the Handicapped Services for the Blind Parents/Parent Advocates Local School District Vocational Education Empl. Adv. Committee	See Appendix A
Maryland Div. of Voc. Rehab.	Approx. 4,821 disabled persons in the State might benefit from supported employment programs. This includes 3,091 persons with severe disabilities currently in day programs, 1,430 adults on waiting lists for day programs, 300 students with severe disabilities who will soon graduate from school. An est. 1,533 VR clients might benefit from supported employment programs. This estimate includes 632 in extended placement and 901 determined too severely disabled.	Supported employment alternatives have been developed statewide. Eleven agencies have developed Enclaves (231 served), 19 have developed Supported Jobs (225 served), and 23 agencies have developed Mobile Crews (427 served), A total of 33 supported employment alternatives have been developed serving 883 severely disabled individuals.	a. Implementation of supported employment grant project which will establish an inter-agency system for planning, coordinating, and funding supported employment services.	Long-range plans for developing supported employment include establishing an inter-agency system for planning, coordinating, communicating, and funding statewide SE programs for severely handicapped individuals, to increase the capacity of service providers through training, technical assistance, college courses and programs of continuing education, and to identify and remove existing legal, regulatory, policy & funding barriers.	Mental Retardation/ Dev. Disabilities Adminstration Div. of Mental Health & Hygiene Dev. Dis. Planning Council Gov's Comm. on Empl. of the Handicapped State Facility Assoc. Dept. of Empl. and Training Chamber of Commerce State Special Education Services for the Blind Parents/Parent Advocates Local School District Vocational Education John F. Kennedy Inst.	See Appendix A

	1 Estimated Number of Disabled Persons That Might Benefit From Supported Employment Projects	2 Development of Supported Employment Alternatives in the State	3 Three Most Important SEMP Development Activities (w/VR Involvement)	4 Short/long-Range Plans for Developing Supported Employment	5 Other Agencies/Organizations With Which VR Coordinates Supported Employment Programs	6 Role of Each Major Agency or Organization
Pennsylvania Office of Voc. Rehab.	No estimates of disabled persons that might benefit from supported employment programs are available.	OVR has taken a lead role in assembling a statewide task force to develop Pennsylvania's supported employment initiative. As a result of the task force efforts, five projects will begin operation July 1, 1986.	a. Task Force b. Demonstrations c. Policy Development	The projects that will receive funding in our State in July will be located in urban, rural, and suburban areas. Our plan is to replicate projects of this type throughout the commonwealth on a systematic planned basis during the next five years.	Div. of Dev. Disabilities Div. of Mental Health Dev. Dis. Planning Council State Facility Assoc. JTPA State Special Education Services for the Blind Parents/Parent Advocates Local School Districts Vocational Education	See Appendix A
Pennsylvania Bureau of Blindness & Visual Svcs	No estimates of disabled persons that might benefit from supported employment programs are available.	The Bureau is participating in the statewide task force on supported employment.	a. Statewide Task Force b. Local Planning Groups c. Initial Funding	The Bureau of Blindness and Visual Services is developing programs in conjunction with the general agency.	Div. of Dev. Disabilities Div. of Mental Health Dev. Dis. Planning Council Gov's Comm. on Empl. of the Handicapped State Facility Assoc. JTPA Chamber of Commerce State Special Education Services for the Blind Vocational Education Div. of Mental Retardation Governor's Office	See Appendix A
Virgina Dept. of Rehab. Services	A total estimate of persons who might benefit from supported employment is not available, 1985 information from the Dept. of Mental Health/ Mental Retardation indicates a current day support capacity of 1,500 slots for activity center programs, 3,500 slots for extended sheltered employment programs, and 2,647 slots for day support programs for the mentally ill. In addition, there is a need for day support services of 1,585 mentally ill, and 1,823 slots for mentally retarded persons.	VR has been involved since 1978 in developing local demonstration projects in the area of supported employment. At the local level, the Virginia equivalent to a developmental disabilities program has been involved in a few localities in developing jointly with VR supported employment alternatives. Virginia was funded by RSA in Sept. 1986 as a demonstration grant State and we are now involved in development of a statewide program.	a. Interagency Policy Development (i.e., funding Standards) b. Developing Provider Agencies c. Technical Assistance at the Community Level	Virginia has a five-year plan for developing a State system of supported employment as described in our RSA grant proposal. The plans involve nine primary tasks addressing the following areas, interagency standards, interagency funding criteria, management information, linkages within the adult services system and to the public education system, development of a statewide network of provider agencies, delivery of tech. assistance to communities, stimulation of public awareness & support, training of employers, providers and services recipients, and information disemination.	Div. of Dev. Disabilities Div. of Mental Health Dev. Dis. Planning Council Gov's Comm. on Empl. of the Handicapped State Facility Assoc. JTPA Chamber of Commerce National Assoc. of Businessmen State Special Education Services for the Blind Parents/Parent Advocates Local School District Vocational Education	See Appendix A
Virginia Dept. for the Visually Handicapped	No estimates of disabled persons that might benefit from supported employment programs are available.	The Virginia Commonwealth University R & T Center has developed a supported work model for use in demonstration and replication. Although it is in an individual locale, other areas have copied its program.	a. Statewide Task Force b. Specialized Instructions to Community Voc. Training Centers c. Coordination with VCU/RRTC.	None	None	See Appendix A

	1 Estimated Number of Disabled Persons That Might Benefit From Supported Employment Projects	2 Development of Supported Employment Alternatives in the State	3 Three Most Important SEMP Development Activities (w/VR Involvement)	4 Short/long-Range Plans for Developing Supported Employment	5 Other Agencies/Organizations With Which VR Coordinates Supported Employment Programs	6 Role of Each Major Agency or Organization
West Virgina Div. of Voc. Rehab.	Approx. 3,000 disabled persons might benefit from supported employment programs. This estimate was developed through the West Virginia Div. of Voc. Rehab., the Dept. of Health, and the Dept. of Education. Approx. 433 VR clients might benefit from supported employment programs in West Virginia.	Supported employment programs are being developed in individual locales, including the Morgantown, Martinsburg, and Charleston areas. Three programs of supported employment include the PACE Sheltered Workshop, Eastern Panhandle Training Center, and Shawnee Industries Southwest.	a. Interdepartmental CORE Steering Committee - West Virginia DVR, Health and Education b. West Virginia DVR Supported Employment Planning Comm. c. Interagency Transitional Task Force	Long-range plans are being developed at this time.	Div. of Dev. Disabilities Div. of Mental Health Dev. Dis. Planning Council State Facility Assoc. State Job Services JTPA State Special Education Services for the Blind Parents/Parent Advocates Local School Dist. Vocational Education Business and Industry	See Appendix A

45

	7 Definitions of Supported Employment Being Used by VR and Cooperating Agencies	8 Number of Programs Developed or in the Process of Development	9 Type of Vendors the VR Agency is Using/Planning to Use in Providing Supported Employment	10 Establishment of Standards or Fee for Services Systems (need for/areas of need)	11 Involvement of Employer Community in Supported Employment Activities
Region III					
Delaware Div. of Voc. Rehab.	a. Supported Employment b. Enclaves c. Supported Jobs d. Mobile Crews	Three Enclaves Four to Six Supported Jobs One Mobile Crew The earliest these programs were initiated was 1984.	a. Private Non-Profit Facilities b. Private For-Profit Companies	Yes, we are in the process of developing fees for services systems and standards for supported employment vendors.	Poultry Lab - Managers Uniform Co. - Owners Banking - Personnel
Delaware Div. for the Visually Imp.	a. Supported Employment	No	a. Private Non-Profit Facilities	Yes, per DVR's proposed rates.	Gateway Placement Delaware Valley Projects With Industry Assoc. of Rehab. Facility Placement Options
Dist. of Columbia Rehab. Svcs Admin.	a. Supported Employment b. Enclave c. Supported Jobs d. Mobile Crews e. Benchwork	One Enclave One Supported Job One Mobile Crew One Benchwork These programs were initiated in 1982.	a. Private Non-Profit Facilities f. Other vendors may respond to our request for bids, we may use any contractor whose program meets the needs of the agency and our clients.	No	No, RSA is in the process of doing so with enclave development work crews. These services are purchased through contracts with private rehabilitation facilities.
Maryland Div. of Voc. Rehab.	a. Supported Employment b. Enclaves c. Supported Jobs d. Mobile Crews	11 Enclaves 19 Supported Jobs 23 Mobile Crews The earliest any of these programs was initiated was 1963 (Melwood Horticultural Center)	a. Private Non-Profit Facilities c. Sheltered Workshops providing only extended sheltered employment. d. New Organizations providing only supported employment services. e. State Agency Program/ Facilities	Yes, a fee schedule will need to be developed.	Maryland Chamber of Commerce State Adminis. Level Restaurant Business -Local Level Varied Small Businesses
Pennsylvania Office of Voc. Rehab.	a. Supported Employment f. Pennsylvania has developed a concept paper defining supported employment as it will be developed in Pennsylvania. (See Attachment C)	100 Supported Jobs These programs were initiated July 1, 1986.	a. Private Non-Profit Facilities d. New Organizations providing only supported employment services.	No, we expect program funding through grants for at least two years. At that point, fee for services may be developed.	Yes, Industry Council, Private Businessmen

	7 Definitions of Supported Employment Being Used by VR and Cooperating Agencies	8 Number of Programs Developed or in the Process of Development	9 Type of Vendors the VR Agency is Using/Planning to Use in Providing Supported Employment	10 Establishment of Standards or Fee for Services Systems (need for/areas of need)	11 Involvement of Employer Community in Supported Employment Activities
Pennsylvania Bureau of Blindness & Visual Svcs	a. Supported Employment	Ten Supported Employment programs will be initiated Sept. 1, 1986.	a. Private Non-Profit Facilities d. New Organizations providing only supported employment services.	No	Private Industry Council Local Chambers of Commerce
Virgina Dept. of Rehab. Services	a. Supported Employment b. Enclave Model d. Mobile Crew e. Benchwork f. Job Coach/Empl. Support g. Entrepreneurial Model (See Appendix D, Attachment D of Interim Guidelines)	Individual job competitive placements through Job Coaches were intiated in 1978.	a. Private Non-Profit Facilities b. Private For-Profit Companies c. Sheltered Workshops providing only extended sheltered employment. d. New Organizations providing only supported employment services. f. Other - Rehab. Hospitals, Other Public Agencies	Yes, outcome criteria are not reflected in the existing standards for day support and vocational services. (See Appendix D, Interim Guidelines, Part II, #3, Specific DRS Requirements for Vendor Proposals.)	Retail Merchants Assoc. - Exec. Director State Manufacturers Assoc. - Staff to Executive Director Univ. of Richmond - Food Service Director
Virginia Dept. for the Visually Handicapped	a. Supported Employment b. Supported Jobs d. Mobile Crews e. Benchwork	None	a. Private Non-Profit Facilities c. Sheltered Workshops providing only extended sheltered employment.	No	No
West Virgina Div. of Voc. Rehab.	a. Supported Employment b. Enclaves d. Mobile Crews	One Enclave Four Mobile Crews Eastern Panhandle Training Center and PACE Sheltered Workshop were Begun in 1983.	a. Private Non-Profit Facilities c. Sheltered Workshops providing only extended sheltered employment. e. State Agency Programs/ Facilities	No	Union Carbide - Personnel Dept. & Contract Dept. West Virginia Manufacturing Association

	12 Supported Employment Activities in Coordination with Employment Initiative of Fed. Admin. or DD(ADD)	13 Written Cooperative Agreements	14 Methodologies Developed Using Cooperative Provision of Services or Funding	15 Planned Use of Part A, Title VII, Funds for Supported Employment Services	16 VR Agency Participation in Follow-Along Support Services for Clients Placed in SEMP	17 Proposed VR Agency's Role in Supported Employment
Region III						
Delaware Div. of Voc. Rehab.	Yes, we will provide referrals, case management and some funding.	No	No	No	No	The VR agency's role in supported employment is initial training and support services during this period until the client reaches employed level. A program specialist has been assigned to this initiative.
Delaware Div. for the Visually Imp.	Awareness and consultation.	No	No	No	Under adult services program follow-along support services will be provided until client dies or leaves the State. Adult social services provide follow-along services including self sufficiency training to accomodate for visual impairment.	The VR agency role in supported employment is referral, purchase of training and/or adaptive devices as needed to affect placement. No staff person has been assigned to this initiative, however, responsibility for program development is being maintained at the State level.
Dist. of Columbia Rehab. Svcs Admin.	No	An agreement is being developed with the Mental Health Administration, agreements with Mental Retardation, MRDDA, and the public schools are being revised to include supported employment programs.	No	No, this appears to be an excellent idea. A decision may be made in the near future.	Follow-along support services are provided, an official policy is not developed, but RSA presently uses 18 months for continuation of this support. Follow-along includes counseling services, i.e., extended evaluation of program and payment of program costs.	The VR agency's role in supported employment includes development of programs in support sites, 18 months of transitional funding and cooperative relationships necessary for follow-up services. The Client Services Division is responsible for program development and service delivery, their chief reports directly to the administrator of RSA.

	12 Supported Employment Activities in Coordination with Employment Initiative of Fed. Admin. or DD(ADD)	13 Written Cooperative Agreements	14 Methodologies Developed Using Cooperative Provision of Services or Funding	15 Planned Use of Part A, Title VII, Funds for Supported Employment Services	16 VR Agency Participation in Follow-Along Support Services for Clients Placed in SEMP	17 Proposed VR Agency's Role in Supported Employment
Maryland Div. of Voc. Rehab.	The Dev. Dis. Council, Mental Retardation and Dev. Dis. Admin. are major partners in the supported employment grant program.	Yes, written cooperative agreements are planned. Currently, letters of commitment outlining roles are available.	Methodologies are being developed. Current agreements indicate that DVR will be responsible for transition of persons into supported employment. It will be the responsibility of Mental Retardation and Developmental Disabilities Admin. to provide the long-term support needed to monitor the quality of services provided. It will be the responsibility of the Governor's Office for Handicapped Individuals to oversee the conversion and involve other agencies in the private sector.	No	Not yet developed.	The proposed VR agency role in supported employment is to implement in cooperation with Mental Retardation and Dev. Dis. Admin., the funded grant proposal. Utilizing project funds, staff have been hired to plan, coordinate, and implement the supported employment project.
Pennsylvania Office of Voc. Rehab.	Penn. Dev. Dis. Planning Council funds are being used to fund our State supported employment effort.	No	No	No	No, our projects are program funded from a pool of monies contributed from several State agencies. We will be, but have not yet, developed a policy on this issue.	Penn. OVR has provided a leadership role in our supported employment effort. State level staff person is assigned to this initiative.
Pennsylvania Bureau of Blindness & Visual Svcs	The Dev. Dis. Planning Council is being used to fund supported employment efforts.	No	No	No	No	Our role is as a participant in the State's supported employment efforts. We determine client eligibility, participate in funding, and provide follow-up services as needed. Both State and District level staff are involved in this effort.
Virgina Dept. of Rehab. Services	ADD is a participant in the funding of the RSA demonstration grants, therefore, as a demonstration State we participate with ADD representatives in project meetings.	No formal cooperative agreements. RSA grant application gives definition to roles of agencies. Contracts define roles with the Dept. of Mental Health/Mental Retardation and Virginia Commonwealth Univ., Rehab. R & T Center.	Yes, see Part One of Interim Guidelines for supported employment. (See Appendix D)	No	No, follow-along is taken to mean no time limit on on-going support services, VR in Virginia does not fund on-going support.	The VR agency role in supported employment includes planning, coordinating and monitoring the development of the State system, case management, client/parent preparation and support, funding of services and monitoring the training phase of supported employment program. A State level staff person has been assigned to this initiative.

	12 Supported Employment Activities in Coordination with Employment Initiative of Fed. Admin. or DD(ADD)	13 Written Cooperative Agreements	14 Methodologies Developed Using Cooperative Provision of Services or Funding	15 Planned Use of Part A, Title VII, Funds for Supported Employment Services	16 VR Agency Participation in Follow-Along Support Services for Clients Placed in SEMP	17 Proposed VR Agency's Role in Supported Employment
Virginia Dept. for the Visually Handicapped	Through the State VITAL team.	No	No	No	Follow-along support services will be provided one year after closure. These services are generally traditional follow-along type of services.	A policy has not yet been developed to include supported employment. No staff have been assigned to this initiative at this time.
West Virgina Div. of Voc. Rehab.	Yes, cooperation and liaison with the Dev. Dis. Planning Council and the University affiliated center at West Virgina.	Not at this time.	No	No	Follow-along support services are provided for four to six months. Follow-along services include counseling, guidance and post-employment services.	The proposed VR agency role includes leadership, catalyst, technical assistance and consultation. A State level staff person has been assigned to this initiative.

	18 Separate Tracking System 19 Critical Elements Tracked	20 Identified Barriers/Issues	21 VR Agency's Use of Training or Technical Assistance Resources.	22 Need for Training or Technical Assistance
Region III				
Delaware Div. of Voc. Rehab.	A separate tracking system is planned. Elements: Wages, Benefits, Hours Employed	Major barriers and issues identified include funding responsibility for on-going case management and follow-along.	Project TIE Univ. of Maryland Facility Training Program These resources were rated "good".	All aspects of inter-agency program for supported employment. It is relatively simple to develop small projects with single agency, however, it is anticipated that the need and utility for supported employment is widespread (i.e., disability groups, SE models) and development of a "super structure" that can address multi-agency collaboration in all disability groups as needed. Clients who can benefit from supported employment models should not be excluded due to a lack of affilitation with a targeted disability population. Cost figures need to be specified, case management issues need clarification.
Delaware Div. for the Visually Imp.	No Elements: Wages, Hours Employed	The major barrier or issue is funding long-term support systems and coordination of the project.	Technical assistance has been provided from transition training projects. These resources have been rated "some benefit".	How to deal with Job Coaches, coordination, funding and training.
Dist. of Columbia Rehab. Svcs Admin.	A separate tracking system is planned. Elements: Wages, Benefits, Hours Employed, Upward Mobility, Length of Employment	The major barriers or issues includes lack of adequate funding to support the programs, confidentiality issues, time limitation on services and follow-up.	Helen Keller National Center TASH Other State Agencies These resources were rated "very good".	Technical Assistance still needed includes program development, staff information and training, job coaching, job descriptions, TA to rehab. facilities and other providers, and methods used to sell employers.
Maryland Div. of Voc. Rehab.	A separate tracking system is planned. Elements: Wages, Hours Employed, Measures of Integration - numbers working in groups of eight or less in non-segregated settings. Other - sex, age, disability, IQ, type of employment.	Identified barriers and issues include DVR service restrictions, employer's ability to hire these individuals, investment in the system, need for change of current placement opportunities.	Several DVR administrative staff and staff specialists have attended supported employment at a transitioning seminar sponsored by Rehab. Research and Training Center and others. These resources were rated "very informative and beneficial".	A technical assistance plan has been negotiated with the Univ. of Oregon in connection with the grant.

	18 Separate Tracking System 19 Critical Elements Tracked	20 Identified Barriers/Issues	21 VR Agency's Use of Training or Technical Assistance Resources.	22 Need for Training or Technical Assistance
Pennsylvania Office of Voc. Rehab.	A separate tracking system is planned. Elements: Wages, Benefits, Hours Employed, Measures of Integration, Amount of Job Coach Support needed on-site.	Yes	Temple University, Dev. Disabilities Center - Dr. Tim Vogelsburg This resource was rated "very effective".	This is currently being provided through a contract with Temple University. We would appreciate the opportunity through some forum, to share experiences, with other State VR agencies on problems encountered.
Pennsylvania Bureau of Blindness & Visual Svcs	A separate tracking system is planned. Elements: Wages, Benefits, Job Location, Work Description, Contact with other workers.	Major barriers include Social Security disincentives, size of the agency.	Yes, site visits to other States. These resources were rated "very helpful".	More experience in theories of supported employment.
Virgina Dept. of Rehab. Services	A separate tracking system is planned. Elements: Sex, Date of Birth, Disabilities, Intellectual Functioning, History of Institutionalization, Primary Guardian of Consumer, Primary Work Performed, Affiliation of Host Company, Level of Integration, Level of Social Integration including general and physical separation from non-disabled co-employees with cooperative work and social interactions, Wage and Hour Data, Job Benefits	Mental Health/Mental Retardation agencies have separate funding and program tracks for categories of clients. VR has to negotiate individually with Mental Retardation and Mental Health Representatives, also there is no on-going support funding or long-term case management for the physically disabled.	Virginia Commonwealth Univ., Rehab. R & T Center Univ. of Oregon, Employment Network These resources have been rated "excellent".	Input on development of statewide business plan for possible employee focus seminar. Train State tech. assistance staff, coordinator, etc., on multiple supported employment options in conjuction with statewide seminar, develop statewide tech. assistance project, develop functional funding formulas and mechanisms across funding sources, cross-state seminar on statewide information system and development, and management, conduct training for parent advocate groups on options and issues of supported employment.
Virginia Dept. for the Visually Handicapped	No Elements: Wages, Benefits	No	Virginia Commonwealth University R & T Center This resource is rated "excellent".	Assessment for training needs or assistance has yet to be accomplished.
West Virgina Div. of Voc. Rehab.	Yes, a separate tracking system is planned. Elements: Wages, Benefits, Hours Employed, Mainstreamed in all aspects of society and the work place.	The major barriers include funding modalities for long-term support.	Training resources of VCU/ R & T and Mental Retardation. These resources were rated "very helpful".	1) Operational Job Discriptions for Job Coaches, 2) Sources for possible funding.

	1 Estimated Number of Disabled Persons That Might Benefit From Supported Employment Projects	2 Development of Supported Employment Alternatives in the State	3 Three Most Important SDMP Development Activities (w/VR Involvement)	4 Short/long-Range Plans for Developing Supported Employment	5 Other Agencies/Organizations With Which VR Coordinates Supported Employment Programs	6 Role of Each Major Agency or Organization
Region IV						
Alabama Div. of Rehab. & Crippled Children's Services	The Alabama VR agency does not have estimates at this time.	DD and VR have two projects ready for implementation in in Montgomery. DD has held training in Mobile and Huntsville. VR is attempting to gather information on present projects and join with other agencies to demonstrate supported work. The agency has twice submitted a grant proposal with Mental Health/ Mental Retardation for supported work models statewide.	a. Projects with DD Council b. Planned Training w/ Auburn c. Proposal for Supported Work Project Involving Head Injured Clients d. Policy Development by Task Force	Both short-range & long-range plans are being developed. Short-range plans with DD and Mental Health/Mental Retardation includes projects with facilities. One is being planned with Lake Shore for Head Injured clients. Long-range plans are to evaluate the full scope of supported employment. Systems changes will result if success is demonstrated.	Div. of Dev. Disabilities Div. of Mental Health State Facilities Assoc. JTPA Parents/Parent Advocates Local School Districts	See Appendix A
Florida Office of Voc. Rehab.	No estimates of the numbers of disabled persons that might benefit from supported employment programs are available.	VR has been initiating the development of supported employment models in individual locales since 1982, via VR Establishment Grant Projects. Interagency efforts for a statewide system are currently in the planning stage.	a. Policy development, i.e., "legitimacy" of supported employment outcome. b. Participation in interagency planning for statewide system. c. Funding of demonstration projects in various facilities (N=13). d. Designation of State office staff person for support of supported employment programming. e. Development of LBR for special general revenue funding. f. Encouragement and tech. assistance to facilities to develop supported employment programs.	The short-range plan is to collaborate with Developmental Services and Dev. Dis. Planning Council in pilot projects for statewide system.	Div. of Dev. Disabilities Div. of Mental Health Dev. Dis. Planning Council State Facility Assoc. State Job Service JTPA State Special Education Vocational Education Individual Facilities	See Appendix A
Florida Div. of Blind Services	No estimate of numbers of disabled persons that might benefit from supported employment are available.	The Div. of Blind Services has applied for demonstration grants, establishing model projects in two locations. Other agencies are discussing, demonstration activities.	a. Demonstration Models b. Policy Development c. Task Force	Long-range plans include establishing demonstration and model projects based in private facilities.	Div. of Dev. Disabilities State Facilities Assoc. State Job Service JTPA Local School Districts Vocational Education	See Appendix A

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Georgia Div. of Rehab. Services	An estimated 5,000 disabled persons might benefit from supported employment programs. This estimate is based upon limited data supplied by the Dept. of Education and the Mental Health/Mental Retardation Agency. An estimated 2,000 VR clients might benefit from supported employment programs.	There are some local projects operated by local school systems, Mental Retardation, and Rehabilitation Services. By strict definition, these may more correctly be considered transitional employment.	a. Division of Rehabilitation Services Guidelines for Supported Employment have set aside limited case service funds for supported employment. b. State Inter-agency committee on transition to give direction to State supported employment programs.	a. Georgia has set aside limited case service funds to be used for transitional employment support primarily to contract the job coaching services. b. A special task force staff and advocates from the Div. of Mental Health/Mental Retardation & Rehabilitation Services is developing a means of implementing Statewide Alternatives to Competitive Employment System (ACES). c. DRS has developed internal guidelines for supported employment incorporating supported employment services which may be purchased thru private rehab. facilities. d. DRS is in the process of developing cooperative programs with other agencies to more widely demonstrate the effectiveness of supported employment.	Div. of Dev. Disabilities Div. of Mental Health Dev. Dis. Planning Council State Special Education Local School Districts Vocational Education Mental Retardation Section	See Appendix A
Kentucky Bureau of Rehab. Services	Kentucky is beginning to collect this data in coordination with the Dept. of Mental Health/Mental Retardation, Dev. Disabilities Planning Council, Office of Education for Exceptional Children and other related programs.	Kentucky is one of the ten States receiving an OSERS grant for supported employment. During the first year of the grant, six community demonstration projects were funded, and eight will be funded during the second year of the grant.	a. Project ASSET Coordinated Effort b. Supported Employment Council c. Statewide & Regional Training	FY 1986; awareness, training, data collection, and planning. FY 1986 thru 1992; fund demonstration models. FY 1987; implement a fee for service in coordination with Mental Health/Mental Retardation/ Dev. Disabilities funding sources. FY 1986 and 1987; review and modify agency policies and procedures to encourage supported employment development.	Div. of Dev. Disabilities Div. of Mental Health Dev. Dis. Planning Council Governor's Committee on Employment of the Handicapped State Facilities Assoc. State Job Service JTPA Chamber of Commerce State Special Education Assoc. Services for the Blind Parents/Parent Advocates	See Appendix A
Kentucky Bureau of Blind Services	Kentucky Blind agency did not respond to the survey.					
Mississippi Voc. Rehab. Division	Mississippi Voc. Rehab. Div. did not respond to the survey.					

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Mississippi Voc. Rehab. for the Blind	No estimates of the numbers of disabled persons that might benefit from supported employment are available at this time.	General Voc Rehab. Agency and the Job Training Partnership Act have project funds available.	None	No	Div. of Dev. Disabilities Division of Mental Health Chamber of Commerce General Voc Rehab. Agency	See Appendix A
North Carolina Commission for the Blind	Estimated number of disabled persons that might benefit from supported employment are 4,278. This figure was derived from a report "The Unmet Needs of the Developmentally Disabled in North Carolina".	VR has two pilot projects going now which use a Job Coach model and four pilot projects which use a Mobile Crew model. All are facility based.	a. Study Groups b. Advisory Groups c. Demonstration Models	Plan to develop a facility-based supported work proposal using the supported employment definition.	No. Carolina State University	See Appendix A
No. Carolina Div. of Voc. Rehab. Services	No estimate of the numbers of disabled persons that might benefit from supported employment programs are available.	VR and Mental Health have jointly participated in the planning of seven supported employment demonstration projects. These projects utilize coaches and mobile crews. All project participants are work activity clients who during the intensive support phase also become clients of vocational rehabilitation. Long-term support is provided by Mental Health. All participants are moderately or severely retarded.	a. Participation in Several Interagency Task Forces b. Monitoring Pilot Projects c. Draft Policy on Supported Work	We have plans to authorize services to Job Coaches on an hourly basis effective June, 1986, utilizing Title I funds. We may contract on a selected basis with workshops, facilities, and local organizations utilizing the Job Coach model, Supported Job Model, Enclave Model, Mobile Crew Model, Benchwork Model and Entrepreneur Model.	Div. of Dev. Disabilities Div. of Mental Health Dev. Dis. Planning Council State Facilities Assoc. State Special Education Vocational Education Consumer Advocate Orgs for Deaf/Blind, Mentally Retarded, and Cerebral Palsy	See Appendix A
So. Carolina Commission for the Blind	No estimates of the numbers of disabled persons that might benefit from supported employment are available.	No	DD is looking at initiatives.	No	Div. of Dev. Disabilities Dev. Dis. Planning Council Gov's Comm. on Empl. of the Handicapped State Job Service JTPA	N/A
So. Carolina Voc. Rehab. Dept.	So. Carolina DVR did not respond to the survey. See Appendix B for letter response.					

64

	1 Estimated Number of Disabled Persons That Might Benefit From Supported Employment Projects	2 Development of Supported Employment Alternatives in the State	3 Three Most Important SEMP Development Activities (w/VR Involvement)	4 Short/long-Range Plans for Developing Supported Employment	5 Other Agencies/Organizations With Which VR Coordinates Supported Employment Programs	6 Role of Each Major Agency or Organization
Tennessee Div. of Rehab. Services	No estimate of numbers of disabled persons that might benefit from supported employment are available. An estimated 200 VR clients might benefit from supported employment in the State.	Development is in the planning stage. Implementation will become effective July 1, 1986 at individual locales. All State agencies providing services for the handicapped are meeting regularly to plan and coordinate a statewide transition service delivery system.	a. Study Groups b. Task Forces c. Demonstrations	By coordination of programs with DD, SEA, and through request for proposals for programs to fund with VR establishment grant funds.	Div. of Dev. Disabilities Div. of Mental Health Dev. Dis. Planning Council Governor's Committee on Employment of the Handicapped State Job Service JTPA State Special Education Services for the Blind Parents/Parent Advocates Local School Dist. Vocational Education Community Based Facilities	See Appendix A

65

	7 Definitions of Supported Employment Being Used by VR and Cooperating Agencies	8 Number of Programs Developed or in the Process of Development	9 Type of Vendors the VR Agency is Using/Planning to Use in Providing Supported Employment	10 Establishment of Standards or Fee for Services Systems (need for/areas of need)	11 Involvement of Employer Community in Supported Employment Activities
Region IV					
Alabama Div. of Rehab. & Crippled Children's Services	a. Supported Employment b. Enclave c. Supported Jobs d. Mobile Crew e. Benchwork	Three Enclaves Five Supported Jobs Five Mobile Crews Two Benchwork These programs were begun in 1936 when Randolph-Sheppard became law. We have always had these types of programs to the degree and length of support and integration into industry is the only new feature.	a. Private Non-Profit Facilities b. Private For-Profit Companies e. State Agency Program/ Facilities	No	a. Fred Jones, CEO b. Morrisons, VP for Personnel c. TR Miller Co., CEO
Florida Office of Voc. Rehab.	a. Supported Employment b. Enclaves c. Supported Jobs c. Mobile Crews d. Benchwork	Four Enclaves One Supported Job Seven Mobile Crews One Benchwork These programs were initiated in 1982	a. Private Non-Profit Facilities	We see the need to modify current VR eligibility standards for target populations to disregard the presence of potential to benefit from traditional time limited services, also to recognize non-independent employment as a legitimate VR outcome. We anticipate the need to evolve criteria for determining when VR will terminate its involvement when the agency responsible for on-going services is to assume primary responsibility.	No, employer involvements have been developed on an individual project or client basis by the vendor. State and Federal janitorial contracts have been a major source of employment for Mobile Work Crews.
Florida Div. of Blind Services	a. Supported Employment b. Enclaves	None yet developed.	a. Private Non-Profit Facilities	No	No
Georgia Div. of Rehab. Services	a. Enclaves c. Supported Jobs d. Mobile Crews e. Benchwork f. Other individual placements into competitive jobs using supported employment approach.	30 Supported Jobs Five Mobile Crews These programs were initiated in 1984.	a. Private Non-Profit Facilities b. Private For-Profit Companies c. Sheltered Workshops e. State Agency Programs/ Facilities	A tentative fee schedule is being developed. The agency does not have enough experience at this time to develop standards.	a. Individual placements primarily with employers hiring one client. b. Initial contacts with the company executive. c. Operation of project coordinated with line supervision.

	7 Definitions of Supported Employment Being Used by VR and Cooperating Agencies	8 Number of Programs Developed or in the Process of Development	9 Type of Vendors the VR Agency is Using/Planning to Use in Providing Supported Employment	10 Establishment of Standards or Fee for Services Systems (need for/areas of need)	11 Involvement of Employer Community in Supported Employment Activities
Kentucky Bureau of Rehab. Services	a. Supported Employment b. Enclave c. Supported Jobs d. Mobile Crews	One Enclave Eleven Supported Jobs Two Mobile Crews Seven of the programs are already in existence, six additional programs are receiving funding thru Project ASSET beginning May 1, 1986.	a. Private Non-Profit Facilities c. Sheltered Workshops providing only extended sheltered employment. d. New Organizations providing only supported employment services. e. State Agency Programs/ Facilities	We are presently studying this issue and will have a consultant from Virginia Commonwealth University come to Kentucky to advise us.	a. Kentucky Chamber of Commerce, Exec. VP b. Radisson Hotel, Personnel Director c. Bluegrass Army Depot, Personnel Director
Kentucky Bureau of Blind Services	Kentucky Blind agency did not respond to the survey.				
Mississippi Voc. Rehab. Division	Mississippi Voc. Rehab. Div. did not respond to the survey.				
Mississippi Voc. Rehab. for the Blind	a. Supported Employment	None	N/A	No	Employers will be surveyed to determine their interest in supported employment projects.
North Carolina Commission for the Blind	a. Supported Employment	Yes, one Supported Jobs Model is planned.	c. Sheltered Workshops e. State Agency Program/ Facilities f. No. Carolina St. University	No	a. No. Carolina St. Univ. - Food Service Management
No. Carolina Div. of Voc. Rehab. Services	a. Supported Employment b. Enclaves c. Supported Jobs d. Mobile Crews e. Benchwork	Six Mobile Crews One Job Coach These programs were initiated in March, 1986.	a. Private Non-Profit Facilities b. Private For-Profit Companies e. State Agency Programs/ Facilities f. Private Individuals who Service Job Coaches	Qualification of Job Coaches, Fees for Job Coach and other supported work models, length of sponsorship, role of other agencies, wages for clients, transportation.	Yes, but not identified.
So. Carolina Commission for the Blind	None	None	None	No	No
So. Carolina Voc. Rehab. Dept.	So. Carolina DVR did not respond to the survey. See Appendix B for letter response.				
Tennessee Div. of Rehab. Services	a. Supported Employment c. Supported Jobs e. Benchwork	Currently we have several grant proposals under review. The earliest any of these programs could be initiated would be July 1, 1986.	a. Private Non-Profit Facilities e. State Agency Programs/ Facilities	No	No

	12 Supported Employment Activities in Coordination with Employment Initiative of Fed. Admin. or DD(ADD)	13 Written Cooperative Agreements	14 Methodologies Developed Using Cooperative Provision of Services or Funding	15 Planned Use of Part A, Title VII, Funds for Supported Employment Services	16 VR Agency Participation in Follow-Along Support Services for Clients Placed in SEMP	17 Proposed VR Agency's Role in Supported Employment
Region IV						
Alabama Div. of Rehab. & Crippled Children's Services	The VR agency director sits on the DD Council. We have cross training with DD which has provided training to our employment development specialist. We have a very good relationship.	We have an Establishment Grant with Forbruton which tells who will do what. Parties included in this activity are TR Miller, Goodwill Industries, Vocational Rehabilitation and the School System.	Methodologies are described in proposals for supported employment.	No	Follow-along support services for clients placed in supported employment are provided as needed. Follow-along services include periodic checks, reviews, on-call for problems, worksite intervention, supervisory and co-worker education, etc.	The VR agency's role is preparation for work, placement, location of potential worksites, collaboration on support services. Two staff are assigned at the State level on this initiative.
Florida Office of Voc. Rehab.	VR's efforts in Florida are being coordinated primarily with those of the Dev. Dis. Planning Council and the Developmental Services program office.	No	No	No	No	The VR agency's role is to establish eligibility, provide counseling and guidance, and case services including maintenance and on-the-job adjustment & training of the client to the point of employer/client satisfaction with productivity and job related skills. A State level staff person has been assigned to this initiative.
Florida Div. of Blind Services	No	No	No	No	No	The VR agency will provide clients with eligibility determination, training and support services leading to successful employment. A State level staff person has been assigned to this initiative.
Georgia Div. of Rehab. Services	Coordination and feedback with DD Council; there is a close working relationship.	No	The agency has developed cooperative models involving joint funding and joint provision of services. This has not yet produced written methodology.	No	Follow-along support services are provided only as a post-employment service. Time limit for services specified in the IWRP and is usually less than three months. May include additional training or intervention by a job coach.	The VR agency plans to provide job preparation, placement, and time-limited support services. A State coordinator has been assigned to this initiative. Program development occurs at the State and District level. Service delivery occurs only at the District level with technical assistance from the State level.

	12 Supported Employment Activities in Coordination with Employment Initiative of Fed. Admin. or DD(ADD)	13 Written Cooperative Agreements	14 Methodologies Developed Using Cooperative Provision of Services or Funding	15 Planned Use of Part A, Title VII, Funds for Supported Employment Services	16 VR Agency Participation in Follow-Along Support Services for Clients Placed in SEMP	17 Proposed VR Agency's Role in Supported Employment
Kentucky Bureau of Rehab. Services	Yes, Kentucky OVR and the Kentucky DD Council were partners in a statewide employment initiative awareness campaign called Workforce. Also, the DD Council Executive Director and other staff were on the Kentucky Supported Employment Council which helps administer the Federal Supported Employment grant.	No	No	No	No, except for the 60-day follow-up traditionally provided.	Providing the short-term time limited services for placement in supported employment. A State level staff person is assigned to this initiative.
Kentucky Bureau of Blind Services	Kentucky Blind agency did not respond to the survey.					
Mississippi Voc. Rehab. Division	Mississippi Voc. Rehab. Div. did not respond to the survey.					
Mississippi Voc. Rehab. for the Blind	No	No	No	No	No	No
North Carolina Commission for the Blind	Activities will be coordinated with DDD as necessary in development of the program.	No	No	No	We will be developing guidelines for follow-along services as we develop our proposal.	No. Carolina will identify individuals who can benefit from supported employment and will provide all the appropriate VR services to assist them in participating in the program. We will develop all necessary agreements with participating agencies and will work with employers to develop integrated job situations. Program development activities are being conducted at the State level and service delivery activities are being developed at the District level.
No. Carolina Div. of Voc. Rehab. Services	The Dev. Dis. Planning Council is involved.	No	No	No	No	The VR agency role includes initial training of about 200 hours depending upon the needs of clients. A part-time staff person has been assigned to this initiative, draft policies are being developed at the State level and are being discussed with all unit managers with appointed committees from unit level.

	12 Supported Employment Activities in Coordination with Employment Initiative of Fed. Admin. or DD(ADD)	13 Written Cooperative Agreements	14 Methodologies Developed Using Cooperative Provision of Services or Funding	15 Planned Use of Part A, Title VII, Funds for Supported Employment Services	16 VR Agency Participation in Follow-Along Support Services for Clients Placed in SEMP	17 Proposed VR Agency's Role in Supported Employment
So. Carolina Commission for the Blind	So. Carolina Comm. for the Blind participates on the Dev. Dis. Planning Council.	No	No	No	No	No
So. Carolina Voc. Rehab. Dept.	So. Carolina DVR did not respond to the survey. See Appendix B for letter response.					
Tennessee Div. of Rehab. Services	Collaborative efforts with Dev. Disabilities include joint training, planning, and regular meetings with all agencies previously described.	No	No	In the future, if more funding is made available, the use of Part A, Title VII funds for supported employment could be a possibility.	No	No

	18 Separate Tracking System 19 Critical Elements Tracked	20 Identified Barriers/Issues	21 VR Agency's Use of Training or Technical Assistance Resources.	22 Need for Training or Technical Assistance
Region IV				
Alabama Div. of Rehab. & Crippled Children's Services	A tracking system is planned. Elements: Wages, Benefits, Hours Employed, Measures of Integration, Upward Mobility, and long-term Post-employment services as needed.	The VR agency has identified major barriers or issues in developing inter-agency programming for supported employment programs.	Yes, we are planning a training program through Auburn Facility RRCEP, also using NARF's Guide to Supported Employment Manual.	Successful demonstrations; we also need to train staff to participate in supported work. Technical assistance to develop a program consistent with current laws and regulations.
Florida Office of Voc. Rehab.	A separate tracking system is being planned. Elements: Measures of Integration, i.e., high = 75% or more of co-workers are nondisabled, med. high = 50% to 74% of co-workers are nondisabled, moderate = 25% to 49% of co-workers are non-disabled, low = under 25% of co-workers are non-disabled. Upward Mobility, i.e., the degree of gain in income before and after supported employment closure.	Major barriers identified are a mechanism for funding on-going services, the loss of Targeted Jobs Tax Credit, the transient nature of SSA's 1619b, parental protectiveness, unfamiliarity of VR, Dev. Services and facilities staff with the concept of supported employment, facility dependence on revenues from in-house production.	No	Orientation and training of VR supervisor and VRC supported employment specialist. Training facility administration/staff in procedures for shifting from in-house to community-based services in the least disruptive way possible.
Florida Div. of Blind Services	A tracking system is planned. Elements: Wages, Hours Employed.	No	No	N/A
Georgia Div. of Rehab. Services	The existing Management Information System should be adequate for client tracking. Elements: Wages, Benefits, Hours Employed, Cost, Comparative Data by District, Disability Categories served, Comparisons of Various Service Models, Follow-up at Six-month and 12-month Intervals.	Funding is a major barrier, particularly to developing supported employment within the Div. of Rehabilitation Services. This agency simply does not have surplus funds. Identification of respective roles and responsibilities is an issue.	No	Too early to know at this time.
Kentucky Bureau of Rehab. Services	Yes, a tracking system is planned. Elements: Wages, Benefits, Hours Employed.	We are presently studying these issues and do not have a final document drafted yet.	University of Oregon Resources are rated "good".	Our needs are being met by the University of Oregon at this time.

	18 Separate Tracking System 19 Critical Elements Tracked	20 Identified Barriers/Issues	21 VR Agency's Use of Training or Technical Assistance Resources.	22 Need for Training or Technical Assistance
Kentucky Bureau of Blind Services	Kentucky Blind agency did not respond to the survey.			
Mississippi Voc. Rehab. Division	Mississippi Voc. Rehab. Div. did not respond to the survey.			
Mississippi Voc. Rehab. for the Blind	No N/A	No	No	N/A
North Carolina Commission for the Blind	Undecided N/A	No	Auburn University Discussion regarding training of staff and supported work models. This resource is rated "knowledgeable".	
No. Carolina Div. of Voc. Rehab. Services	A tracking system is planned. Elements have not yet been finalized.	Yes, issues include lack of funds, no identified organization for long-term support for disabilities other than mental retardation, transportation, no training programs in State for Job Coaches, North Carolina and 13 other States not covered under 1619b of the SS Act, which is a disincentive to work.	No	Need training programs for Job Coaches, employers, and utilizing counselors.
So. Carolina Commission for the Blind	No N/A	No	No	Development of a CI system for supported employment and funding of Job Coaches on an on-going basis.
So. Carolina Voc. Rehab. Dept.	So. Carolina DVR did not respond to the survey. See Appendix B for letter response.			
Tennessee Div. of Rehab. Services	A separate tracking system is being planned. Elements: Wages, Hours Employed, Measures of Integration	Major issues appear to be confidentiality, duplication of program areas, parental concerns as to loss of benefits, adequate tracking of resources and adequate utilization of resources.	No	Evaluation data, statistical and practical information on planning and implementation, staff qualification and experience for establishment of appropriate models.

	1 Estimated Number of Disabled Persons That Might Benefit From Supported Employment Projects	2 Development of Supported Employment Alternatives in the State	3 Three Most Important SEMP Development Activities (w/VR Involvement)	4 Short/long-Range Plans for Developing Supported Employment	5 Other Agencies/Organizations With Which VR Coordinates Supported Employment Programs	6 Role of Each Major Agency or Organization
Region V						
Illinois Dept. of Rehab. Services	Estimates regarding the total number of persons that might benefit are not available. Through efforts initiated by the Illinois Dept. of Rehab. Services, it is estimated that 300 persons will be served during the start-up phase; 75 of whom will be VR clients.	35 projects are currently funded statewide.	a. Demonstration Models b. Policy Development	Short-range plan for supported employment projects. Dept. of Mental Health/Dev. Disabilities agency will administer the grants.	Div. of Dev. Disabilities Dept. of Mental Health Dev. Dis. Planning Council Vocational Education Dept. of Commerce & Community Affairs Univ. of Illinois, Ofc. of Career Development for Special Populations	See Appendix A
Indiana Rehab. Services	The Indiana VR agency does not have estimates available at this time.	The Governor has established a Supported Employment Steering Committee comprised of agency heads from VR, Special Education, Mental Health, Vocational Education, Empl. Security, Dev. Disabilities Council, ARC, ARF, Parents and Consumers.	a. Study Group b. Policy Development c. Policy Committee	Indiana Governor's appointment of a Steering Committee on Supported Employment.	Div. of Dev. Disabilities Dept. of Mental Helath Dev. Dis. Planning Council Governor's Committee on Employment of the Handicapped State Facilities Assoc. Local School Districts State Job Services JTPA Chamber of Commerce Special Education Services for the Blind Parents/Parent Advocates Vocational Education	See Appendix A
Michigan Rehab. Services	Michigan Rehabilitation Services will accept 200 clients into the supported employment project in October, 1986, under the OSERS-funded demonstration grant. By 1991, the goal is to serve 1950 persons.	Mental Health Centers and some Rehab. Facilities provide elements of supported employment, but without long-term commitments. The grant awarded to Michigan Rehab. Services will involve four to six sites. Collaborating agencies are Vocational Rehabilitation, Mental Health, Special Education and Rehab. Facilities.	a. Demonstration Project b. Policy Development c. Advisory Groups	Michigan has a Supported Employment Grant and is interdepartmentally committed to systemic change.	Div. of Dev. Disabilities Dept. of Mental Health Dev. Dis. Planning Council State Facilities Assoc. JTPA Chamber of Commerce Special Education Parents/Parent Advocates Local School Districts Vocational Education Protection and Advocacy	See Appendix A
Michigan Comm. f/t Blind	Michigan Blind did not respond to the survey.					

	1 Estimated Number of Disabled Persons That Might Benefit From Supported Employment Projects	2 Development of Supported Employment Alternatives in the State	3 Three Most Important SEMP Development Activities (w/VR Involvement)	4 Short/long-Range Plans for Developing Supported Employment	5 Other Agencies/Organizations With Which VR Coordinates Supported Employment Programs	6 Role of Each Major Agency or Organization
Minnesota Div. of Rehab. Services	An estimated 12,000 adults in Day Activities Centers, Work Activity Centers, and in sheltered workshops might benefit from supported employment projects. An estimated 10% of all rehabilitants may benefit from supported employment.	a. Supported Employment Demonstration Project awarded to Minn. VR. b. DD Grant to develop demonstration projects with Day Activity Centers and sheltered workshops. c. Hennepin County Projects. d. CDE Grants to Rehab. Facilities.	a. OSERS Supported Employment Project b. Community-Based Establishment Grants to Facilities c. Operational Planning and Direction	The OSERS' Supported Employment Project is a major activity. Another significant thrust is the restructuring of the State-funded long-term sheltered employment program to provide community based options.	Div. of Dev. Disabilities Dept. of Mental Health Dev. Dis. Planning Council Governor's Committee on Employment of the Handicapped State Facilities Assoc. JTPA Special Education Parents/Parent Advocates Local School Districts Vocational Education Rehabilitation Educators Local DD Council Development Achievement Centers (DACs).	See Appendix A
Minnesota Services for the Blind	From the Independent Living Grant Performance Report, it is estimated that 150 disabled persons may benefit from supported employment.	Minnesota State Services for the Blind has developed a joint program with the St. Paul, Minn. Schools.	a. Demonstration Models b. Planning Group, with the Div. of Mental Retardation of the Dept. of Human Services. c. Advisory Group, informal at present.	Minn. State Services for the Blind is currently developing plans, evaluating needs, and putting together a task force/study group.	One School District	See Appendix A
Ohio Rehab. Services Commission	Estimates from Ohio are not available at the present time.	Mobile Crew and Industrial Enclave have been developed by the Ohio Rehab. Services Comm. via the Establishment Grant mechanism on a statewide basis.	a. Advisory b. Demonstration Model c. Policy Development/ Position Paper	Proposed request for Federal demonstration funding to develop and implement State strategic plan for Supported Employment in both public and private sector.	Div. of Dev. Disabilities Div. of Mental Health Dev. Dis. Planning Council Governor's Committee State Facilities Assoc. State Job Services Services for the Blind Parents/Parent Advocates	See Appendix A
Wisconsin Div. of Voc Rehab.	An estimated 5,000 to 10,000 disabled persons might benefit from supported employment projects, based on the numbers of persons receiving work related and day services through the County human services providers, representing 20 to 25% of those currently in their system.	There are statewide planning, policy and organizational efforts underway. Wisconsin DVR is the lead agency in these efforts. There are also local supported employment alternatives in a variety of locations that are sponsored by DVR, County human services providers and local providers of services, or a combination of the three service agencies.	a. Local and statewide demonstrations of supported employment. b. Training of staff to work in and with supported employment. c. Advisory Committee to influence statewide policy development and fiscal strategies.	Wisc. DVR has two to three year demonstration projects. The agency plans to implement pre-service and in-service training in supported employment and conduct a cost-effectiveness study of existing models. Long-range planning is being done in a variety of setting, but will not be finalized until funding and policy strategies are clarified, particularly the role of VR as conceptualized in the Rehab. Act reauthorization.	Div. of Dev. Disabilities Div. of Mental Health Dev. Dis. Planning Council State Facilities Assoc. Special Education Services for the Blind Parents/Parent Advocates Div. of Policy and Budget Wisconsin Community Development Finance Authority Univ. of Wisc. Special Ed./ Rehab. Counselor Training Programs Protection and Advocacy Agency	See Appendix A

	7 Definitions of Supported Employment Being Used by VR and Cooperating Agencies	8 Number of Programs Developed or in the Process of Development	9 Type of Vendors the VR Agency is Using/Planning to Use in Providing Supported Employment	10 Establishment of Standards or Fee for Services Systems (need for/areas of need)	11 Involvement of Employer Community in Supported Employment Activities
Region V					
Illinois Dept. of Rehab. Services	a. Supported Employment - paid work in integrated settings. b. Enclave c. Supported Jobs d. Mobile Crews	Seven Enclaves 23 Supported Jobs Five Mobile Crews This program was initiated in September, 1985.	a. Private Non-Profit Facilities b. New Organizations providing only supported employment services	Standards are being considered. Illinois agency indicates a need to determine that all programs are performing according to the model components set forth in supported employment. Also, staff qualifications should conform to required tasks/duties.	Yes
Indiana Rehab. Services	Working definitions are currently being developed.	Three Supported Jobs Three Mobile Crews Mobile Crews began in 1983.	a. Private Non-Profit Facilities	No	Chamber of Commerce - Executive
Michigan Rehab. Services	a. Supported Employment - paid work in integrated settings. b. Enclave c. Supported Jobs d. Mobile Crews	Program figures will not be available until late 1986. Benchwork and Enclaves have been in existence for years; Mobile Crews at lease five years; and Supported Work for about three years.	a. Private Non-Profit Facilities	Purchase of Job Coaches.	Mich. Dept. of Commerce Dir. of Field Svcs and Labor - Director Selected Employers Labor Representative - Manager
Michigan Comm. f/t Blind	Michigan Blind did not respond to the survey.				
Minnesota Div. of Rehab. Services	a. Supported Employment - paid work in integrated settings. b. Enclave c. Supported Jobs d. Mobile Crews e. Benchwork Minnesota definitions are similar. However, they have not targeted an earnings level for any model.	None	a. Private Non-Profit Facilities b. Sheltered Workshops providing only extended sheltered employment c. New Organizations providing only supported employment services d. Development Achievement Centers (DACs) e. Sheltered Workshops, extended & community-based supported employment	Fee for Service Agreements are being developed for job coaching services. Minnesota VR feels the need to develop guidelines, but not necessarily standards for the provision of supported employment services.	Two members of OSERS Adv. Committee are from the business sector. Employers will also be involved in special supported employment demonstrations and in project work groups.
Minnesota Services for the Blind	a. Supported Employment, future plans. b. Enclave c. Supported Jobs d. Mobile Crews	One Supported Job	Minn. State Service for the Blind has not determined vendors to be used at this time.	Not yet.	Not at this time.

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Ohio Rehab. Services Commission	a. Supported Employment - paid work in integrated settings. b. Enclave c. Supported Work d. Mobile Crews e. Benchwork	About 100 Enclaves, six persons per Enclave. About 600 Supported Jobs Mobile Crews estimates not available. About six Industrial-based Benchwork	a. Private Non-Profit Facilities b. Private For-Profit Companies c. Sheltered Workshops d. New Organizations providing only supported employment services.	No	a. Local Employer Adv. Groups b. Ohio Industries for the Handicapped
Wisconsin Div. of Voc Rehab.	a. Supported Employment - paid work in integrated settings. b. Enclave c. Supported Jobs d. Mobile Crews	Three Enclaves Nearly 1,000 Supported Jobs Three Mobile Crews The earliest program was initiated in 1979.	a. Private Non-Profit Facilities b. New Organizations providing only supported employment services.	Definitions of time limited or short-term services. Guarantee from long-term agencies to pick up clients when DVR placement services are completed.	Wisc. Community Develop. Finance Authority, contact with elected official on board of directors, director, and business development specialist.

	12 Supported Employment Activities in Coordination with Employment Initiative of Fed. Admin. or DD(ADD)	13 Written Cooperative Agreements	14 Methodologies Developed Using Cooperative Provision of Services or Funding	15 Planned Use of Part A, Title VII, Funds for Supported Employment Services	16 VR Agency Participation in Follow-Along Support Services for Clients Placed in SEMP	17 Proposed VR Agency's Role in Supported Employment
Region V						
Illinois Dept. of Rehab. Services	The Governor's Planning Council on DD has been active in program planning and funding.	Yes, see Attachment C.	Yes	No	Short-term Job Coach follow-up services.	Program planning, funding and follow-up. Agency staff have been assigned at the State level.
Indiana Rehab. Services	The statewide employment initiative is being coordinated by the Dev. Disabilities Council of which the Indiana Rehab. Services is a member. The interagency committee is currently working annual goals for the DD program.	No	No	Not determined.	Traditional 60-day follow-up services.	Specific role(s) is being developed/defined.
Michigan Rehab. Services	Incorporation of DD in planning activities, policy and program development. Pursuit of DD initative by the VR agency and rehabilitation facilities.	Yes, see Appendix E.	Currently engaged in developing process with the Dept. of Mental Health. Description will be provided when completed.	Yes, not developed, but will depend upon community and client needs.	Follow-up services are not being provided at this time because the program has not started yet.	Intake, Case Management, Evaluation, Training, Placement, Short-Term Follow-Along. Agency staff assigned at the State level initially; assignments to occur at the District level eventually with continued State level involvement.
Michigan Comm. f/t Blind	Michigan Blind did not respond to the survey.					
Minnesota Div. of Rehab. Services	The State DD Council collaborated in planning activities and are partners with Minnesota VR in the administration of the OSERS Supported Employment Project Grant.	Yes, see Attachment E.	Yes, see Attachment E.	No, however, this is not precluded in the future.	Follow-along focuses on assisting the client to achieve reasonable stability on the job. The length may be somewhat longer than for the typical client and VR agency has not yet developed special policy limitations.	Determine VR eligibility, plan with client and related service provider, re: type of job, employer, training and support needs, pay for time limited VR services. Minnesota Div. of Rehab. Services has assigned supported employment project staff at the State level.

	12 Supported Employment Activities in Coordination with Employment Initiative of Fed. Admin. or DD(ADD)	13 Written Cooperative Agreements	14 Methodologies Developed Using Cooperative Provision of Services or Funding	15 Planned Use of Part A, Title VII, Funds for Supported Employment Services	16 VR Agency Participation in Follow-Along Support Services for Clients Placed in SEMP	17 Proposed VR Agency's Role in Supported Employment
Minnesota Services for the Blind	No	Yes, this includes the "LIFE" Project.	No	To be determined.	No	Minn. State Services for the Blind has not fully determined VR agency's role in supported employment. Staff responsibility is currently at the management level within the State office.
Ohio Rehab. Services Commission	Joint planning/demonstration initiatives. Exploring Third Party Cooperative Agreement.	No	Yes, VR grant funding is utilized for inital development and Local, County and State subsidies are used for maintaining support services.	No	Yes, based on client/employer need for a minimum of 60 days.	Development of local resources via grant funding, planning and policy development, public education, systems advocacy. Ohio Rehab. Services Comm. staff are assigned at the State level.
Wisconsin Div. of Voc Rehab.	Indirectly.	Yes, Wisc. Community Finance Authority. See Appendix F.	Yes, see Appendix F.	Uncertain at this time. To be determined.	No	DVR is the lead agency in planning supported employment for the State of Wisc. DVR provides "seed money" for local demonstration projects and the agency expects to purchase supported employment placement services from local agencies on a regular basis. Agency staff is assigned at the State level.

	18 Separate Tracking System 19 Critical Elements Tracked	20 Identified Barriers/Issues	21 VR Agency's Use of Training or Technical Assistance Resources.	22 Need for Training or Technical Assistance
Region V				
Illinois Dept. of Rehab. Services	Yes, a tracking system is planned. Elements: Wages, Benefits, Hours Employed, Failures	Lack of appropriate funds for program development and continued maintenance.	IRI Conference on Supported Employment Univ. of Illinois - Technical Assistance Resources rated "very good".	Training for rehab.counselors, Dept. of Mental Health/Dev. Disabilities Coordinators, et al, in the components and model approach to supported employment.
Indiana Rehab. Services	No N/A	a. The major barrier/issue is the lack of agreement as to which agency will accept case management responsibility after completion of VR and JTPA services. Also, funding for post VR and JTPA services. b. Needed data regarding characteristics and numbers of clients are not available.	Developmental Training Center, Indiana University Resource rated "good".	Not yet determined.
Michigan Rehab. Services	Yes, a tracking system is planned. Elements: Wages, Benefits, Hours Employed, Measures of Integration, i.e., types of settings, Client Characteristics, Referral Sources	a. Michican Rehab. services closure policy limitations. b. Fear of SSI Medical Loss (Benefit Disincentive). c. Unsureness of business re: "benefits" of hiring adults with severe disabilities. d. Lack of regular transportation to work sites. e. Little/limited work orientation of Special Education students. f. Limited dollars for provision of high-cost, long-term training.	Currently using the Federal contractor for technical assistance in program development, communtiy organization, policy modification and training. University of Oregon Project resource rated "excellent".	The need is for statewide training of provider personnel, employers, consumers, parents and parent advocates.
Michigan Comm. f/t Blind	Michigan Blind did not respond to the survey.			

	18 Separate Tracking System 19 Critical Elements Tracked	20 Identified Barriers/Issues	21 VR Agency's Use of Training or Technical Assistance Resources.	22 Need for Training or Technical Assistance
Minnesota Div. of Rehab. Services	Yes, a tracking system is planned. Elements: Wages, Benefits, Hours Employed, Integration (frequency of contact with non-disabled), Upward Mobility, Supported Services, Duration of Employment.	a. Benefit Disincentives b. Employers' reluctance to hire. c. Individuals/families reluctant to accept placement outside traditional programs. d. Need for staff training e. Fiscal disincentives and problems in funding on-going supported services, State agencies and provider organizations.	Paul Wehman, Virginia John Ziarnik Gary Warrington/Dave Johnson, ACS, Minnesota Resources were informative and provided a "springboard" for VR planning and adaptation.	Information & materials about supported employment options and how to start or convert to supported employment. This training need is for parents, employers and service providers.
Minnesota Services for the Blind	Yes, however, the specific critical elements have not been identified.	a. Case Management b. Resource Issues	Not yet.	Whatever is available.
Ohio Rehab. Services Commission	Yes, a tracking system is planned. Elements: Wages, Benefits, Hours Employed, Type of Support, Placement Method, Extent and Nature of On-going Support Services	a. Confusion about employment concept definition, i.e., job maintenance vs. job readiness. b. Confusion regarding the definition of on-going support services. c. Financial Benefits Disincentives - SSI/SSDI, Medicaid and lack of job benefits.	None stated.	None stated.
Wisconsin Div. of Voc Rehab.	Yes, a tracking system is planned. Elements: Wages, Benefits, Hours Employed, Measures of Integration, Functional Limitations	Wisc. is a "home rule" State where as such, the responsibility and authority for developing & implementing programs is assigned to local communities and boards, e.g., school boards. The State does not have direct control over these programs and can encourage, but not ensure the provision of specific services.	Not yet.	Whatever is available.

	1 Estimated Number of Disabled Persons That Might Benefit From Supported Employment Projects	2 Development of Supported Employment Alternatives in the State	3 Three Most Important SEMP Development Activities (w/VR Involvement)	4 Short/long-Range Plans for Developing Supported Employment	5 Other Agencies/Organizations With Which VR Coordinates Supported Employment Programs	6 Role of Each Major Agency or Organization
Region VI						
Arkansas Rehab. Svcs Division	No estimates of disabled persons that might benefit from supported employment programs are available.	The Vocational Rehab. Division, Dev. Disabilities and Mental Health Division had previously developed eleven statewide projects which have been discontinued for lack of long-range funding.	a. Task Force	No, waiting on National Legislation.	Div. of Dev. Disabilities Div. of Mental Health Dev. Dis. Planning Council State Facility Assoc.	Roles of each program are undefined at this time.
Arkansas Div. of Svcs for the Blind	An estimated 35 VR clients might benefit from supported employment programs in the State. This figure was a result of a survey of Little Rock area counselors.	No	a. Study Groups	No	Div. of Dev. Disabilities Div. of Voc. Rehab.	Roles of each program are undefined at this time.
Louisiana Div. of Blind Services	No estimates of disabled persons that might benefit from supported employment programs are available.	No	None	None	None	N/A
Louisiana Div. of Voc. Rehab.	No estimates of disabled persons that might benefit from supported employment programs are available.	The Division of Voc. Rehab. and Div. of Mental Retardation have developed supported employment alternatives.	a. Joint Meetings with Dev. Disabilities b. VR initiative in developing programs through sheltered workshops.	Plan to develop six community worksites for each of eight State operated sheltered workshops per quarter through March of 1988 for a total of 336 sites.	Div. of Dev. Disabilities Div. of Mental Health Dev. Dis. Planning Council Local School Districts Private Facilities	See Appendix A
New Mexico Div. of Voc. Rehab.	No estimates of disabled persons that might benefit from supported employment programs are available.	Discussions statewide with DVR, DD Bureau, DD Planning Council, and community programs have occured on models for supported employment. A statewide workshop for supported employment is scheduled for July 1, 1986.	a. Task Force/Advisory Groups b. Policy Development c. Demonstration Models	I & E Funds and subsequent RSA guidelines are anticipated and will hopefully help, updating of State Plan for rehabilitation facilities, the discussions described in item 2.	Div. of Dev. Disabilities Div. of Mental Health Dev. Dis. Planning Council State Facility Assoc. State Special Education Services for the Blind Parents/Parent Advocates Local School Districts Vocational Education	See Appendix A
Oklahoma Rehabilitative and Visual Svcs	No estimates of disabled persons that might benefit from supported employment programs are available.	One Sheltered Workshop has presented a proposal for the establishment of a program to demonstrate several types of supported employment. This proposal has been tabled due to lack of funding.	a. Policy Development b. Demonstration Models	No written plans have been developed.	Div. of Dev. Disabilities State Facility Assoc. JTPA Services for the Blind	See Appendix A

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Texas Rehabilitation Commission	An estimated 14,000 disabled persons in Texas might benefit from supported employment programs. These figures come from three sources; Texas Education Agency statistics, TDMHMR statistics, and State school study of Mentally Retarded persons who are eligible for extended rehab. services. Approx. 1,000 VR clients might benefit from supported employment programs. These estimates derived from extended rehab. services studies & Fairweather Lodge estimates as well as 08, 26 and 28 closures.	Several transition task forces have been organized, several proposals have been jointly developed between VR and Community MH/MR Centers. Extended Rehab. Services (ERS) (since 1976) implemented in State. Twenty projects are now in existence.	a. ERS-Since 1976 b. Four pilot schools & Texas VR agency for FY 1987. c. Senate concurrent resolution 129 urging cooperative efforts between the Texas Dept. of Health/Mental Retardation, the Central Education Agency, and the Texas Rehab. Commission.	Short-range plans include developing a program for five autistic adults to work at minimum wage level at competitive employment with continuous supervision. Employees will pay approx. 20% of their salary to offset the cost of continuous supervision after VR's time limited services run out. Long-range plans include the passage of SCR129 and the development of several supported employment-like projects which can be replicated state-wide.	Div. of Dev. Disabilities Div. of Mental Health Dev. Dis. Planning Council State Special Education Local School Districts Vocational Education	See Appendix A
Texas Dept. of Svcs f/t Blind	No estimates of the numbers of disabled persons in the State that might benefit from supported employment programs are available.	The Div. of Dev. Disabilities has a limited amount in selected locations.	a. Study Groups b. Policy Development c. Demonstration Grant - Not Funded	The agency is trying to develop adequate funding for a demonstration project for the deaf/blind. This would use agency and facility staff from the Lighthouse network throughout the State.	State Facility Assoc. JTPA Services for the Blind Parents/Parent Advocates	See Appendix A

	7 Definitions of Supported Employment Being Used by VR and Cooperating Agencies	8 Number of Programs Developed or in the Process of Development	9 Type of Vendors the VR Agency is Using/Planning to Use in Providing Supported Employment	10 Establishment of Standards or Fee for Services Systems (need for/areas of need)	11 Involvement of Employer Community in Supported Employment Activities
Region VI					
Arkansas Rehab. Svcs Division	None	No, the agency operated several supported employment projects for 12 to 14 months in 1984. These projects failed due to lack of long-term support systems.	None	No	No
Arkansas Div. of Svcs for the Blind	Not yet determined.	None	Not yet determined	No	No
Louisiana Div. of Blind Services	a. Supported Employment	None	a. Private Non-Profit Facilities c. Sheltered Workshops providing extended sheltered employment. e. State Agency Programs/ Facilities	No	No
Louisiana Div. of Voc. Rehab.	a. Supported Employment b. Enclaves c. Supported Jobs d. Mobile Crews e. Benchwork	Several of each type of program were developed in 1983.	a. Private Non-Profit Facilities c. Sheltered Workshops providing extended sheltered employment. e. State Agency Programs/ Facilities	Yes, use of CARS.	a. State Government - Division of Purchasing b. Private CEO
New Mexico Div. of Voc. Rehab.	a. Supported Employment	None	a. Private Non-Profit Facilities b. Private For-Profit Companies c. Sheltered Workshops providing only extended sheltered employment. d. New Organizations providing only supported employment services. e. State Agency Program/ Facilities	No	Service businesses (Gen. Managers), Private Non-Profit Grantees of DVR (Exec. Directors)
Oklahoma Rehabilitative and Visual Svcs	a. Supported Employment c. Supported Jobs d. Mobile Crews	No	To be determined.	No	No

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Texas Rehabilitation Commission	a. Supported Employment b. Enclaves c. Supported Jobs d. Mobile Crews e. Benchwork	Fifty Enclaves 150 Supported Jobs Fifty Mobile Crews Fifty Benchwork These Programs were initiated in 1976.	a. Private Non-Profit Facilities c. Sheltered Workshops providing only extended sheltered employment. d. New Organizations providing only supported employment services. e. State Agency Programs/ Facilities	Different types of disabilities require a different payment for fee for services, i.e., fees paid to a moderately functioning client will differ from a severely disabled client.	a. Pittsburg Plate Glass Co. - Plant Manager b. Johnson & Johnson Converters - Plant Mngr c. Hopkins County Solid Waste - County Commissioners, Court Judge
Texas Dept. of Svcs f/t Blind	a. Supported Employment b. Enclave c. Supported Jobs	An Enclave was developed in 1983.	a. Private Non-Profit Facilities c. Sheltered Workshops providing extended sheltered employment. e. State Agency Programs/ Facilities	No	No

	12 Supported Employment Activities in Coordination with Employment Initiative of Fed. Admin. or DD(ADD)	13 Written Cooperative Agreements	14 Methodologies Developed Using Cooperative Provision of Services or Funding	15 Planned Use of Part A, Title VII, Funds for Supported Employment Services	16 VR Agency Participation in Follow-Along Support Services for Clients Placed in SEMP	17 Proposed VR Agency's Role in Supported Employment
Region VI						
Arkansas Rehab. Svcs Division	No	No	No	No	No	No
Arkansas Div. of Svcs for the Blind	We plan to coordinate our activities with Developmental Disabilities.	No	No	No	No	To be determined.
Louisiana Div. of Blind Services	Unknown	No	No	No	No	None
Louisiana Div. of Voc. Rehab.	No	No	No	No	Follow-along support services for clients placed in supported employment are provided by the VR agency for a maximum of six months.	VR agency's role will be to develop sites and provide training for workers.
New Mexico Div. of Voc. Rehab.	Efforts are being made to include Federal initiatives.	No	No	No	Follow-along support services are available through the VR agency. No specific time limitations have been made. Follow-along services are provided according to post-employment procedures for all VR clients.	The VR agency's role includes the provision of appropriate VR services including post-employment services to secure job placement. Involvement of other resources is necessary to provide long-term post-employment services. A State level staff person is assigned to this initiative.
Oklahoma Rehabilitative and Visual Svcs	No	No	No	No	No	The VR agency's role has not yet been determined. This will depend on the definition of supported employment and the availability of funds. No staff have been assigned to this initiative as yet.

	12 Supported Employment Activities in Coordination with Employment Initiative of Fed. Admin. or DD(ADD)	13 Written Cooperative Agreements	14 Methodologies Developed Using Cooperative Provision of Services or Funding	15 Planned Use of Part A, Title VII, Funds for Supported Employment Services	16 VR Agency Participation in Follow-Along Support Services for Clients Placed in SEMP	17 Proposed VR Agency's Role in Supported Employment
Texas Rehabilitation Commission	No	No	No	No	Through the use of extended rehab. services, continuous support can be provided. In the regular rehab. program, no monetary support is available. Hopefully, case management services by TDMHMR will assist many.	To support and screen individuals who can benefit from supported employment and to coordinate with other agencies by developing joint ITPs. Texas Rehabilitation Comm. can provide its time limited services as seed money for many projects. Both at State and Regional or Field Office level, staff have been assigned assigned to this initiative. Texas Rehabilitation Comm. is in the process of developing VR policy regarding supported employment-like services.
Texas Dept. of Svcs f/t Blind	No	No	No	No	No	The agency will utilize a State network of Lighthouses to develop training and secure worksites. This agency will certify client referrals and provide case management. A State level staff person is assigned to this initiative.

	1 Estimated Number of Disabled Persons That Might Benefit From Supported Employment Projects	2 Development of Supported Employment Alternatives in the State	3 Three Most Important SEMP Development Activities (w/VR Involvement)	4 Short/long-Range Plans for Developing Supported Employment	5 Other Agencies/Organizations With Which VR Coordinates Supported Employment Programs	6 Role of Each Major Agency or Organization
Region VII						
Iowa Rehab. Education & Svcs Branch	No estimates for the numbers of disabled persons that might benefit from supported employment are available.	Several facilities have developed supported employment alternatives.	a. VR Planning Group, State Office and Other Staff b. Policy Development c. Demonstration.	We recognize supported employment as a long-range agency goal and the importance of coordinating agency efforts with other groups such as special education, human service agencies, private facilities, etc., if this concept is to become a reality.	Dev. Dis. Planning Council Governor's Committee on Employment of the Handicapped State Facility Assoc. State Job Service JTPA State Special Education Services for the Blind Local School Districts Vocational Education	See Appendix A
Iowa Commission for the Blind	No estimates of the numbers of disabled persons in the State that might benefit from supported employment are available.	No	None	No	None	See Appendix A
Kansas Rehab. Services	Based on the Kansas Rehabilitation information system's figures, 2400 disabled persons in the State might benefit from supported employment programs.	Rehabilitation Services awarded eight grants to local community-based facilities and schools to develop supported employment alternatives. Local community rehabilitation facilities are developing programs.	a. Task Force b. Policy Development c. Issue Papers for Budget Development	Short-range planning includes current grants which were awarded by Rehab Services for that purpose.	Div. of Dev. Disabilities Div. of Mental Health Dev. Dis. Planning Council State Facility Assoc. State Special Education Services for the Blind Parents/Parent Advocates Local School Districts Vocational Education Independent Living Centers	See Appendix A
Missouri Div. of Voc. Rehab.	No estimates of disabled persons that might benefit from supported employment programs are available.	Dept. of Mental Health has awarded a 12 month grant to the Institute of Applied Research at St. Louis to identify possible programs for employment including supported work.	No	No	None	Roles of each program are undefined at this time.
Missouri Bureau for the Blind	No estimates of disabled persons that might benefit from supported employment programs are available.	The Bureau for the Blind funded a program using the establishment grant authority, Life Skills, in St. Louis.	None	No	Div. of Dev. Disabilities Div. of Mental Health State Special Education	See Appendix A
Nebraska Div. of Rehab. Services	No estimates of disabled persons that might benefit from supported employment programs are available.	Martin Luther Home has started two projects in the State.	a. Demonstrations	We are cooperating in the Martin Luther Home Projects.	Martin Luther Home	See Appendix A

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Nebraska Services for the Visually Impaired	No estimates of disabled persons that might benefit from supported employment programs are available.	No	None	No	None	N/A

	7 Definitions of Supported Employment Being Used by VR and Cooperating Agencies	8 Number of Programs Developed or in the Process of Development	9 Type of Vendors the VR Agency is Using/Planning to Use in Providing Supported Employment	10 Establishment of Standards or Fee for Services Systems (need for/areas of need)	11 Involvement of Employer Community in Supported Employment Activities
Region VII					
Iowa Rehab. Education & Svcs Branch	a. Supported Employment b. Enclaves d. Mobile Crews	One Enclave was initated in the mid 1970s. Numerous Mobile Crews beginning approx. 1980.	a. Private Non-Profit Facilities c. Sheltered Workshops providing extended sheltered employment.	No	No
Iowa Commission for the Blind	None	None	None	No	No
Kansas Rehab. Services	a. Supported Employment b. Enclaves c. Supported Jobs d. Mobile Crews e. Benchwork	Five Enclaves begun in 1980. Three Supported Jobs Four Mobile Crews begun in 1975. Four Benchwork Programs begun in 1983. Other - Affirmative Industries begun in 1981. Agency-owned Community-based Programs	a. Private Non-Profit Facilities e. State Agency Programs/ Facilities	Job Coaches and Transitional Employment Services need a fee for service developed rather than funding on a grant basis.	No
Missouri Div. of Voc. Rehab.	None	No	No	No	No
Missouri Bureau for the Blind	a. Supported Employment	One Supported Jobs Program is currently providing services.	a. Private Non-Profit Facilities	No	No
Nebraska Div. of Rehab. Services	None	Community-based Mental Retardation programs have done these types of programs for years	a. Private Non-Profit Facilities d. New Organizations providing only supported employment services. e. State Agency Programs/ Facilities	No	No
Nebraska Services for the Visually Impaired	None	None	None	No	No

	12 Supported Employment Activities in Coordination with Employment Initiative of Fed. Admin. or DD(ADD)	13 Written Cooperative Agreements	14 Methodologies Developed Using Cooperative Provision of Services or Funding	15 Planned Use of Part A, Title VII, Funds for Supported Employment Services	16 VR Agency Participation in Follow-Along Support Services for Clients Placed in SEMP	17 Proposed VR Agency's Role in Supported Employment
Region VII						
Iowa Rehab. Education & Svcs Branch	Undetermined at this time.	No	No	No	No	Undetermined at this time.
Iowa Commission for the Blind	No	No	No	No	No	No
Kansas Rehab. Services	No	No	No	No	No	The VR agency role is to provide funding for new project activities, to purchase Job Coach services for training to develop models, and to work with State institutions. A State level staff person has been assigned to this initiative.
Missouri Div. of Voc. Rehab.	No	No	No	No	No	No
Missouri Bureau for the Blind	Unknown	No	No	No	These policies are still being developed. Follow-along services will include one-on-one contact with client, employer and other significant persons.	The current VR agency role includes one demonstration grant only.
Nebraska Div. of Rehab. vervices	No	A cooperative agreement has been developed between Martin Luther Home of Mitchell, Nebraska, and the Div. of Rehabilitative Services.	Yes	No	Follow-along support services will be provided as long as necessary. The nature of these services have not been fully described since none have been provided at this point.	The current VR agency role is to participate in demonstration projects. Although no specific staff have been assigned to this initiative, the responsibility for the program and service delivery is at the appropriate level.
Nebraska Services for the Visually Impaired	No	No	No	No	No	No

	18 Separate Tracking System 19 Critical Elements Tracked	20 Identified Barriers/Issues	21 VR Agency's Use of Training or Technical Assistance Resources.	22 Need for Training or Technical Assistance
Region VII				
Iowa Rehab. Education & Svcs Branch	Undetermined at this time. N/A	No	No	Training, personnel, technical assistance and the funding to carry it out.
Iowa Commission for the Blind	No N/A	No	No	None
Kansas Rehab. Services	A separate tracking system is being planned. Elements: Wages, Hours Employed, Measures of Integration - based on ICE model.	Major barriers identified include funding and clarification of roles and responsibilities.	NARF Publications Paul Wehman, Supported Work Model Joseph Campbell, Incentive Community Enterprises, Massachusetts Robert McDaniel, Univ. of San Francisco, Rehabilitation Facility Administration Program These resources were rated "excellent".	Rehabilitation Engineering
Missouri Div. of Voc. Rehab.	No	No	No	No
Missouri Bureau for the Blind	A separate tracking system is being planned. Elements: Wages, Benefits, Hours Employed, Measures of Integration, Upward Mobility	No	No	Any and all.
Nebraska Div. of Rehab. Services	No N/A	The major barriers to supported employment identified at this time are that clients are limited in their abilities and have many behavioral problems. We have no resources to correct behavioral problems.	No	None at this time.
Nebraska Services for the Visually Impaired	No N/A	No	None	

	18 Separate Tracking System 19 Critical Elements Tracked	20 Identified Barriers/Issues	21 VR Agency's Use of Training or Technical Assistance Resources.	22 Need for Training or Technical Assistance
Region VI				
Arkansas Rehab. Svcs Division	No N/A	Long-term funding, employer motivation.	Virgina Commonwealth R & T Center, this resource was rated "good".	Where to get long-term funding.
Arkansas Div. of Svcs for the Blind	No N/A	The major barrier identified is funding for long-term support.	No	Any information that will assist in developing a program of services for supported employment.
Louisiana Div. of Blind Services	No N/A	No	None	Any to assist in developing a specific program.
Louisiana Div. of Voc. Rehab.	A separate tracking system is planned. Elements: Wages, Benefits, Hours Employed, Upward Mobility, Productivity	The major barrier identified for supported employment programs is long-term support.	San Francisco Research and Training Center, Robert McDaniel Massachusetts (ICE-Dick Veene) These resources were rated "excellent".	Modified approaches, how to develop long-term support.
New Mexico Div. of Voc. Rehab.	A separate tracking system is planned. Elements: Wages, Benefits, Hours Employed, Measures of Integration	What programs will provide long-term funding for personnel and services required under supported employment? How do agency's justify adequately an apparent non-cost/effective program?	No	Agreement on one definition of supported employment. Models on supported employment programs were multiple programs and resources were utilized.
Oklahoma Rehabilitative and Visual Svcs	A separate tracking system is being planned. Elements have not yet been determined.	Major barrier to developing supported employment is funding. Staff is not available to provide the intensive supervision required and cannot create new positions or hire additional staff.	No	Not determined.

	18 Separate Tracking System 19 Critical Elements Tracked	20 Identified Barriers/Issues	21 VR Agency's Use of Training or Technical Assistance Resources.	22 Need for Training or Technical Assistance
Texas Rehabilitation Commission	No tracking system is planned except for the twenty extended rehabilitation services projects. Elements: Wages, Benefits, Hours Employed, Measures of Integration - those who can go into independent community employment, Upward Mobility.	Major issues include money to operate after Texas Rehab. Comm. time limited services, high unemployment rates in parts of the State, finding qualified staff, liability insurance, transportation.	No	Assistance in developing supported employment models, coordinating all agencies and resources, developing leadership for supported employment at the local level.
Texas Dept. of Svcs f/t Blind	A separate tracking system is planned for supported employment. Elements: Wages, Hours Employed, Measures of Integration - numbers of individuals who are integrated into regular workforce from supported site.	The development of employer incentives. Additionally, the concept of supported employment conflicts with the goals of VR, thus creates two systems and costs. No usable models with a successful histories are available.	No	Evidence of successful supported employment models.

	1 Estimated Number of Disabled Persons That Might Benefit From Supported Employment Projects	2 Development of Supported Employment Alternatives in the State	3 Three Most Important SEMP Development Activities (w/VR Involvement)	4 Short/long-Range Plans for Developing Supported Employment	5 Other Agencies/Organizations With Which VR Coordinates Supported Employment Programs	6 Role of Each Major Agency or Organization
Region VIII						
Colorado Division of Rehabilitation	There are an estimated 879 disabled persons in public schools, 3400 disabled persons in the Developmental Disabilities system, and an undetermined number of non-DD candidates, i.e., head-injured, chronically mentally ill, etc., in the State that might benefit from supported employment programs.	In 1977, the Div. of Rehab. began a program of co-location of CDR counselors at community centered wards for DD which included provisions for post-employment supportive services. Since 1984, the DD Division has funded community employment and maintenance services.	a. The cooperative agreement between the Division of Rehabilitation, Div. of Dev. Disabilities, and State Special Education has established Employment & Training Institute for the purposes coordination and technical assistance. b. Establishment grants to facilities creating supported employment programs, cooperative demonstration projects.	Colorado has developed long-range plans for developing supported employment programs including the DD Council establishing the Employment and Training Institute for coordinating efforts of the three State agencies, Div. of Voc. Rehab., Div. of Dev. Disabilities and State Special Education agency to support community-based employment programs in the transition of school aged disabled youth to the workforce. ETI will give tech. assistance to supported employment projects, in-service training of field staff, development of pre-service training resources, policy analysis and data collection.	Div. of Dev. Disabilities Dev. Dis. Planning Council Governor's Committee on Employment of the Handicapped State Facility Assoc. JTPA State Special Education Parents/Parent Advocates Local School Districts Vocational Education	See Appendix A
Montana Rehab. Services Division	No estimates of disabled persons that might benefit from supported employment programs are available.	Dev. Disabilities and State Special Education have begun the development of such alternatives as Montana CAP's University Affiliated Program. VR will eventually become involved.	a. Task Force b. Policy Development c. Demonstration Models	No	Div. of Dev. Disabilities Dev. Dis. Planning Council Gov's Comm. on Empl of the Handicapped State Facility Assoc. State Special Education Services for the Blind Parents/Parent Advocates Local School Districts Vocational Education	Roles of each program are undefined at this time.
No. Dakota Div. of Voc. Rehab.	Approximately 1,000 disabled persons currently in facilities and institutions might benefit from supported employment programs, 250 vocational rehabilitation clients might benefit from supported employment programs in No. Dakota.	The No. Dakota Div. of Voc. Rehab. has established seven supported employment projects in four regions of the State with intent to go statewide.	a. Task Force b. Demonstration Projects c. Policy Development	The long-range plan is intended to develop a statewide system of supported employment.	Div. of Dev. Disabilities State Job Service Governor's Committee on Employment of the Handicapped	See Appendix A
So. Dakota Div. of Rehab. Services	Seventy-two disabled persons have been identified that might benefit from supported employment programs, 26 VR clients might benefit from supported employment programs in So. Dakota.	Establishment grants have developed a supported employment demonstration in Brookings.	a. Placement is targeted goal of establishment grants. b. Six-month study initiated in March, 1986.	Study has been initiated, as indicated in item 3, that will assess the need for supported employment-type programs in So. Dakota.	Div. of Dev. Disabilities Div. of Mental Health Dev. Dis. Planning Council State Facility Assoc. State Job Service JTPA Services for the Blind	See Appendix A

	1 Estimated Number of Disabled Persons That Might Benefit From Supported Employment Projects	2 Development of Supported Employment Alternatives in the State	3 Three Most Important SEMP Development Activities (w/VR Involvement)	4 Short/long-Range Plans for Developing Supported Employment	5 Other Agencies/Organizations With Which VR Coordinates Supported Employment Programs	6 Role of Each Major Agency or Organization
Utah Div. of Rehab. Services	Through an interagency effort, data on the numbers of disabled persons in the State that might benefit from supported employment programs is being collected. An estimated 260 clients might benefit from supported employment programs in Utah.	The Division of Services to the Handicapped is utilizing a grant to provide supported employment to 60 individuals coming out of high school special education programs. A number of workshops in the State are beginning to develop supported employment programs.	a. Development of 18 supported employment sites over five years. b. Interagency Cooperation and agreement between Human Service agencies. c. Major public relations and public awareness program.	Utah was recipient of a five-year Federal grant to develop and implement supported employment in the State. They are currently operating in the first year of that grant and have plans to develop supported employment as a viable service option for severely handicapped in the State.	Div. of Dev. Disabilities Div. of Mental Health Dev. Dis. Planning Council Gov's Comm. on Empl of the Handicapped State Facility Assoc. State Job Service JTPA State Special Education Services for the Blind Parents/Parent Advocates Local School District Vocational Education Univ. of Utah, Special Education Dept. New Service Providers	See Appendix A
Utah Svcs for the Visually Hndcpd	No estimates of disabled persons that might benefit from supported employment programs are available.	Div. of Rehab. Services has a project.	None	No	None	See Appendix A
Wyoming Div. of Voc. Rehab.	An estimate of 40 disabled persons in the State might benefit from supported employment programs. Eighty VR clients might benefit from supported employment programs.	Wyoming Div. of Voc. Rehab. is using job coaches to foster training, employment, and job retention. Additionally the WDVR is working with the Wyoming Div. of Community Programs (WDCP) and the Council of Dev. Disabilities (CDD).	Job Coaches	The long-range plan is to expand the concept of job coaches statewide and to apply for an OSERS grants.	Div. of Dev. Disabilities Div. of Mental Health Dev. Dis. Planning Council State Facility Assoc. State Job Service JTPA Local School District Wyoming Assoc. of Retarded Citizens	See Appendix A

116

	7 Definitions of Supported Employment Being Used by VR and Cooperating Agencies	8 Number of Programs Developed or in the Process of Development	9 Type of Vendors the VR Agency is Using/Planning to Use in Providing Supported Employment	10 Establishment of Standards or Fee for Services Systems (need for/areas of need)	11 Involvement of Employer Community in Supported Employment Activities
Region VIII					
Colorado Division of Rehabilitation	a. Supported Employment b. Enclave c. Supported Jobs d. Mobile Crews e. Benchwork	Five Enclaves 20 Supported Jobs 20 Mobile Crews One/Two Benchwork The earliest that any of these programs were initiated was 1977.	a. Private Non-Profit Facilities d. New Organizations providing only supported employment programs	New fee structures for post-employment services need to be developed.	a. Employment & Training Institute will establish Business Advisory Board. b. Employer Services Program works closely with major businesses and the Div. of Voc. Rehab. EST will partner with the Colorado Div. of Voc. Rehab. in the Employment & Training Inst. to develop business support for supported employment programs.
Montana Rehab. Services Division	a. Supported Employment b. Enclaves c. Supported Jobs d. Mobile Crews	None	Unknown	No	No
No. Dakota Div. of Voc. Rehab.	b. Enclaves c. Supported Jobs d. Mobile Crews	Enclaves, Supported Jobs, Mobile Crews, demonstration programs, were initiated in March, 1986.	None	Non Applicable using grants.	Issued a grant to the State ARC to educate and work with the community in utilizing supported employment. We will be contacting supported employment providers, training councils, JTPA, and the private sector.
So. Dakota Div. of Rehab. Services	a. Supported Employment d. Mobile Crews e. Benchwork	Mobile Crews - Six programs initiated in 1981. Benchwork - Ten programs initiated in the 1960s.	a. Private Non-Profit Facilities b. Private For-Profit Companies e. State Agency Program/ Facilities	No	No

	7 Definitions of Supported Employment Being Used by VR and Cooperating Agencies	8 Number of Programs Developed or in the Process of Development	9 Type of Vendors the VR Agency is Using/Planning to Use in Providing Supported Employment	10 Establishment of Standards or Fee for Services Systems (need for/areas of need)	11 Involvement of Employer Community in Supported Employment Activities
Utah Div. of Rehab. Services	a. Supported Employment b. Enclaves c. Supported Jobs d. Mobile Crews f. Individual Placement Model -This model focuses on placing and supporting severely handicapped persons in jobs at or above minimum wage. Long-term support services are provided to enhance the chances for success. Social integration and training opportunities are provided for individuals who, although severely disabled, do not possess severe acting-out or behavioral problems. Similar to supported jobs, but wages differ.	The total numbers are being collected at this time by the Division of Services for the Handicapped. There are a number of programs operational and planned.	a. Private Non-Profit Facilities c. Sheltered Workshops providing only extended sheltered employment. d. New Organizations providing only supported employment services.	Fees for service for individual service providers involved in training, job coaching, and follow-along services. These standards are new to our State and are still under development.	Gardner Advertising Bonneville International
Utah Svcs for the Visually Hndcpd	a. Supported Employment b. Enclave c. Supported Jobs	One Enclave is being developed.	c. Sheltered Workshops providing only extended sheltered employment.	No	Packaging Business
Wyoming Div. of Voc. Rehab.	a. Supported Employment	Three supported jobs were initiated in August, 1985.	a. Private Non-Profit Facilities b. Private For-Profit Companies c. Sheltered Workshops providing only extended sheltered employment.	No	Best Western Motels Facilities Serving DD Clients Private Individual -Management Level

	12 Supported Employment Activities in Coordination with Employment Initiative of Fed. Admin. or DD(ADD)	13 Written Cooperative Agreements	14 Methodologies Developed Using Cooperative Provision of Services or Funding	15 Planned Use of Part A, Title VII, Funds for Supported Employment Services	16 VR Agency Participation in Follow-Along Support Services for Clients Placed in SEMP	17 Proposed VR Agency's Role in Supported Employment
Region VIII						
Colorado Division of Rehabilitation	The Employment and Training Institute is coordinating these activities.	No	Yes, please see attached agreement between the Colorado Div. of Rehabilitation, Dev. Dis. Division, and the Denver Board for the Dev. Disabled. See Attachment F.	No	Follow-along support will be provided by Colorado Div. of Rehabilitation consistent with Federal regulations.	The Div. of Rehab. is taking a leadership role in developing a coordinated approach to supported employment. CDR funds initial training costs for clients in supported employment and provide seed grants for new programs. A staff person is assigned at the State level to coordinate supported employment programs and provide statewide planning. Development of individual projects involves supervisors and State facility staff.
Montana Rehab. Services Division	We are collaborating on demonstration grants to do supported employment.	No	No	No	No	A State level staff person has been assigned to this initiative.
No. Dakota Div. of Voc. Rehab.	No	Being developed.	Being developed.	Planned use of Part A, Title VII funds for supported employment services is possible.	No	Establishing contracts, purchasing service agreements, providing referrals to facilities, and developing policy. State level staff have been assigned to monitor activities in supported employment and local supervision is provided at the District level.
So. Dakota Div. of Rehab. Services	No	No	No	Unknown	The VR agency will provide follow-along support services for clients placed in supported employment as needed. These services will be purchased from private non-profit adjustment training centers.	The VR agency's role in supported employment will be to assist in the development of supported employment models. A State level staff person has been assigned to this initiative.

	12 Supported Employment Activities in Coordination with Employment Initiative of Fed. Admin. or DD(ADD)	13 Written Cooperative Agreements	14 Methodologies Developed Using Cooperative Provision of Services or Funding	15 Planned Use of Part A, Title VII, Funds for Supported Employment Services	16 VR Agency Participation in Follow-Along Support Services for Clients Placed in SEMP	17 Proposed VR Agency's Role in Supported Employment
Utah Div. of Rehab. Services	Utah was one of the recipients of a supported employment demonstration project utilizing the discretionary grant monies provided through this initiative.	Yes, see Appendix F.	Methodologies are in an early development stage at this time and descriptions are not yet available.	No	No	Utah VR is the lead agency and developer of the Utah Supported Employment Project in cooperation with the Div. of Severely Handicapped, Mental Health, and Special Education. The director of the Div. of Voc. Rehab. is the project's chief investigator. State level staff have been assigned to this initiative.
Utah Svcs for the Visually Hndcpd	No	No	No	No	No	No
Wyoming Div. of Voc. Rehab.	No	No	Yes, individual contracts with private providers.	No	Follow-along support is provided as long as appropriate in Status 22 and 32, and to insure employment is maintained.	The VR agency's role is to foster and maintain application of supported employment opportunities. Both State and District level staff have been assigned to this initiative.

	18 Separate Tracking System 19 Critical Elements Tracked	20 Identified Barriers/Issues	21 VR Agency's Use of Training or Technical Assistance Resources.	22 Need for Training or Technical Assistance
Region VIII				
Colorado Division of Rehabilitation	A separate tracking system is planned. The critical elements have not yet been determined.	Attitudes of agencies, facilities, and professional staff on the capability of developmentally disabled individuals, committment of adequate resources to fund supported employment, change in policies, design to encourage supported employment, and the availability of technological expertise for supported employment.	Univ. of Virginia Commonwealth This resourse was rated "good".	Training for educators, parents, employers, follow-along counselors, community center organizations, State agencies and State legislators.
Montana Rehab. Services Division	No N/A	No	No	None
No. Dakota Div. of Voc. Rehab.	A separate tracking system is planned. Elements: Wages, Benefits, Hours Employed, Measures of Integration - within the worksite, Upward Mobility	Major barriers include identifying and resolving potential conflicts and disincentives.	Drake University/Job Development and Placement, State Planning Council meeting in Florida. Drake resources rated "excellent", unable to determine effectiveness of State Planning Council at this time.	Job Coach training, Social Security disincentives, additional needs will be identified at a later date.
So. Dakota Div. of Rehab. Services	No Elements: Wages, Benefits, Hours Employed, Measures of Integration	Worksites are difficult to locate due to the nonindustrial nature of the State.	Several establishment grants had technical assistance built in. These resources are rated as "limited".	Any assistance provided to us.
Utah Div. of Rehab. Services	A separate tracking system is planned. Elements: Wages, Hours Employed, Measures of Integration, Severity of Handicap, Employer Satisfaction, Training Duration and Follow-Along Time	The major barriers identified are a lack of understanding of supported employment. Client disincentives for participation, i.e., possible loss of Medicaid funds, etc., provision of long-term funding commitments in times of tight budgets.	Univ. of Oregon Univ. of Utah These resources have been rated "excellent".	Needs are currently being met.
Utah Svcs for the Visually Hndcpd	No N/A	No	No	None at present.
Wyoming Div. of Voc. Rehab.	A separate tracking system is being planned. Elements: Wages, Benefits, Hours Employed, Measures of Integration	The major barrier currently identified is lack of funds and present DCP rules.	Study of the literature and other agency expertise. These resources have been rated "good".	Training, Job Coaches, training staff and facilities on how to initiate the different models with the existing resources, money, etc.

	1 Estimated Number of Disabled Persons That Might Benefit From Supported Employment Projects	2 Development of Supported Employment Alternatives in the State	3 Three Most Important SEMP Development Activities (w/VR Involvement)	4 Short/long-Range Plans for Developing Supported Employment	5 Other Agencies/Organizations With Which VR Coordinates Supported Employment Programs	6 Role of Each Major Agency or Organization
Region IX						
Amer. Samoa Div. of Rehab.	No estimates of disabled persons that might benefit from supported employment programs are available.	VR has a grant from HHS to demonstrate supported employment.	a. Demonstration b. Advisory Group c. Policy Development	A proposal to the Dev. Dis. Planning Council has been made to provide supported employment services state-wide.	Div. of Dev. Disabilities Dev. Dis. Planning Council JTPA State Special Education VR Work Center	See Appendix A
Arizona Rehab. Svcs Administration	No estimates of disabled persons that might benefit from supported employment programs are available.	A number of facilities and organizations in the State of Arizona have developed supported employment alternatives. These supported employment programs are being developed on a statewide basis.	a. A steering committee is currently in place to advise on the development of supported employment in Arizona. b. Dept. of Empl. Security, with input from RSA, is in the process of developing policy in regard to supported employment. c. Proposals for start up grants have been received by Rehab. Services Administration and are currently being reviewed for funding under State Supported Employment Grant.	We plan to fund short-term start-up grants from supported employment grant dollars to various facilities and service providers state-wide. Long-range plans are to provide training and technical assistance to potential providers of supported employment services, to develop educational programs for the private sector employers and legislators, to develop additional employer incentives for hiring severely disabled, to identify additional monies which can be redirected to provide on-going supported employment support services.	Div. of Dev. Disabilities Div. of Mental Health Dev. Dis. Planning Council State Facility Assoc. State Job Service JTPA State Special Education Services for the Blind Vocational Education Block Grants Administration	See Appendix A
California Dept. of Rehab.	Approximately 24,000 disabled persons in day programs in the State of California might benefit from supported employment programs. Approx. 30,000 disabled persons in State hospitpitals and exiting education programs might benefit from supported employment programs. No estimates of VR clients that might benefit from supported employment were made on the assumption that they are probably not in the VR caseload at this time.	Four establishment grants by the Dept. of Rehab. Regional centers and habilitation programs are also experimenting with supported employment activities.	a. Statewide Consortium b. VR Task Force for Policy c. Supported Employment Training Contract	OSERS grant, DDS funds transferred to the Dept. of Rehab., establishment grants, priority for DDS/Habilitation funding.	Div. of Dev. Disabilities Dept. of Mental Health Dev. Dis. Planning Council Governor's Committee on Employment of the Handicapped State Facilities Assoc. State Job Service JTPA Special Education Parents/Parent Advocates Local School Districts Vocational Education	See Appendix A
Guam Dept. of Rehab. Services	No estimates of disabled persons that might benefit from supported employment programs are available.	No	None	No	Div. of Dev. Disabilities	No Appendix A

	1 Estimated Number of Disabled Persons That Might Benefit From Supported Employment Projects	2 Development of Supported Employment Alternatives in the State	3 Three Most Important SEMP Development Activities (w/VR Involvement)	4 Short/long-Range Plans for Developing Supported Employment	5 Other Agencies/Organizations With Which VR Coordinates Supported Employment Programs	6 Role of Each Major Agency or Organization
Hawaii Div. of Voc. Rehab. and Svcs for the Blind	An estimated 1,354 disabled persons might benefit from supported employment programs in Hawaii. An additional 500 developmentally disabled VR clients might benefit from supported employment programs.	VR has purchased supported employment training and has developed demonstration projects.	a. VR/Education/Health Task Force b. Demonstration Projects c. Training Workshops	Planning has begun to convert some service contracts into supported employment.	Div. of Dev. Disabilities Dev. Dis. Planning Council Gov's Comm. on Empl of the Handicapped State Facility Assoc. State Special Education Services for the Blind Parents/Parent Advocates	See Appendix A
Nevada Rehab. Division	Nevada Rehab. Div. did not respond to the survey. (See Appendix C)					

	7 Definitions of Supported Employment Being Used by VR and Cooperating Agencies	8 Number of Programs Developed or in the Process of Development	9 Type of Vendors the VR Agency is Using/Planning to Use in Providing Supported Employment	10 Establishment of Standards or Fee for Services Systems (need for/areas of need)	11 Involvement of Employer Community in Supported Employment Activities
Region IX					
Amer. Samoa Div. of Rehab.	a. Supported Employment b. Enclaves c. Supported Jobs d. Mobile Crews	Ten Supported Jobs (Cooperative Farms)	e. State Operated Facility	No	Chamber of Commerce Private Industry Council Lion's Club
Arizona Rehab. Svcs Administration	a. Supported Employment b. Enclaves c. Supported Jobs d. Mobile Crews e. Benchwork	There are pilot projects in the State using other funding sources for all models. Under the Supported Employment Grant, twenty-eight proposals have been received and are currently being reviewed for start-up funding. The earliest date any of these programs were initiated was 1984.	a. Private Non-Profit Facilities d. New Organizations providing only supported employment services. e. State Agency Program/ Facilities	Yes	Raddison Inn Coco's Restaurant Bashas Grocery Store Wrangler Jeans
California Dept. of Rehab.	a. Supported Employment b. Enclaves c. Supported Jobs d. Mobile Crews	Number unknown at present.	a. Private Non-Profit Facilities d. New Organizations providing only supported employment services.	No	In planning stages.
Guam Dept. of Rehab. Services	None	No	None	No	No
Hawaii Div. of Voc. Rehab. and Svcs for the Blind	a. Supported Employment b. Enclaves c. Supported Jobs	None	a. Private Non-Profit Facilities	No	No
Nevada Rehab. Division	Nevada Rehab. Div. did not respond to the survey. (See Appendix C)				

	12 Supported Employment Activities in Coordination with Employment Initiative of Fed. Admin. or DD(ADD)	13 Written Cooperative Agreements	14 Methodologies Developed Using Cooperative Provision of Services or Funding	15 Planned Use of Part A, Title VII, Funds for Supported Employment Services	16 VR Agency Participation in Follow-Along Support Services for Clients Placed in SEMP	17 Proposed VR Agency's Role in Supported Employment
Region IX						
Amer. Samoa Div. of Rehab.	Dev. Disabilities Representative proposed to VR in FY 1987.	No	No	No	Follow-along support services provided for 12 months.	VR agency's role is as lead agency in coordinating, monitoring, and expansion of supported employment oportunities. A State level staff person has been assigned to this initiative.
Arizona Rehab. Svcs Administration	Arizona is one of the ten states that received a grant for supported employment demonstration projects.	In the process of developing cooperative agreements under the State Contracting Process.	Being developed.	No	No	The staff for the supported employment demonstration grant are housed with RSA administrative staff. Both State and District level staff have responsibility for assuring the implementation of the Supported Employment Grant.
California Dept. of Rehab.	An Administration on Dev. Disabilities representative is on the supported employment consortium.	No	No	No	In policy development stage.	In policy development stage. A statewide coordinator is assigned to this initiative.
Guam Dept. of Rehab. Services	No	No	No	No	No	No
Hawaii Div. of Voc. Rehab. and Svcs for the Blind	No	No	No	No	Follow-along support services will be provided til the client is stabilized on the job.	VR will fund job coaches. A State level staff person has been assigned to this initiative.
Nevada Rehab. Division	Nevada Rehab. Div. did not respond to the survey. (See Appendix C)					

135

	18 Separate Tracking System 19 Critical Elements Tracked	20 Identified Barriers/Issues	21 VR Agency's Use of Training or Technical Assistance Resources.	22 Need for Training or Technical Assistance
Region IX				
Amer. Samoa Div. of Rehab.	No Elements: Wages, Hours Employed, Upward Mobility	No	Regional Resource Center Univ. of Oregon RSA PRCEP SPSU These resources were rated "helpful".	None
Arizona Rehab. Svcs Administration	A separate tracking system is planned. Elements: Wages, Benefits, Hours Employed, Measures of Integration - during working hours or limited to breaks and lunchtime, type of job, type of supported employment model, source of on-going support dollars.	No	These services are available through the grant which Arizona has received. These resources have been rated "good".	Not certain what TA will be needed until the project is further along.
California Dept. of Rehab.	No Elements: Wages, Hours Employed, Measures of Integration, Public Cost Through Fee for Service	The major issues appear to be transfer of programs between DDS and VR. Some funding concerns regarding transportation.	Univ. of Oregon Jackson & Assoc., Seattle, WA Univ. of San Francisco These resources were rated "good".	Unknown at present.
Guam Dept. of Rehab. Services	No	No	No	Training in preparing an application for Section 311 (a) funding and training of staff to provide supported employment services.
Hawaii Div. of Voc. Rehab. and Svcs for the Blind	No Elements: Wages, Hours Employed, Measures of Integration, Time Spent/Agency Judgment	The major issue is determining how separate funds would be handled under one contract to one vendor.	Assoc. for Persons with Severe Handicaps HKNC These resources were rated "very helpful", i.e., paid for staff to observe supported employment programs and sponsored training.	To determine cost figures and evaluate cost benefit.
Nevada Rehab. Division	Nevada Rehab. Div. did not respond to the survey. (See Appendix C)			

	1 Estimated Number of Disabled Persons That Might Benefit From Supported Employment Projects	2 Development of Supported Employment Alternatives in the State	3 Three Most Important SEMP Development Activities (w/VR Involvement)	4 Short/long-Range Plans for Developing Supported Employment	5 Other Agencies/Organizations With Which VR Coordinates Supported Employment Programs	6 Role of Each Major Agency or Organization
Region X						
Alaska Div. of Voc. Rehab.	A partial estimate of disabled persons that might benefit from supported employment provided by the Divisions of Mental Health and Dev. Disabilities indicate 138 disabled persons in the day program and 80 persons on the waiting list could benefit from supported employment alternatives. An additional 80 VR clients might benefit from supported employment programs.	Four small programs have been funded in the past two years. All are community-based. One was funded by DVR and three were funded by DDD. Three large workshops have developed community enclaves. VR funds two community training sites, one in janitorial services and the other in food services, and purchases job coaches on a fee for services basis.	a. Federal Demonstration Grant b. Policy Development in conjunction with Grant and Service Delivery. c. Grants to fund community alternatives.	We are working with Dev. Disabilities to assist local vendors to modify their work centers to become supported employment alternatives. We are hiring a supported work counselor and implementing a case service system which will run parallel to VR and allows individuals to transfer back and forth if appropriate from Voc. Rehab. to supported employment.	Div. of Dev. Disabilities Dev. Dis. Planning Council JTPA	See Appendix A
Idaho Div. of Voc. Rehab.	Approx. 550 disabled persons as VR clients might benefit from supported employment opportunities in the State.	Dev. Disabilities has provided three grants to start model programs in three Regions of Idaho. Also, they have provided a grant to replicate the models in three other Regions. IDVR has applied for a three year grant. IDVR is in the process of implementing supported employment statewide.	a. Study Group b. Policy Development c. Demonstrations	IDVR plans to implement supported work demonstrations by July 1, 1986.	Div. of Dev. Disabilities Dev. Dis. Planning Council State Facility Asso. State Special Education Services for the Blind Vocational Education	See Appendix A
Idaho Comm. f/t Blind	Idaho Blind agency did not respond to the survey.					
Oregon Voc. Rehab. Div.	An estimate of 700 disabled persons might benefit from supported employment programs in the State of Oregon. An estimated 400 Voc. Rehab. clients might benefit from supported employment programs in the State.	The development and funding of supported employment programs were authorized by the Oregon Legislature in 1985. This program is a cooperative venture between the Mental Health Division, Voc. Rehab. Division and the Oregon Dev. Dis. Planning Council.	a. Advisory Groups b. Demonstrations c. Policy Development	Plans are not specified beyond the current schedule.	Div. of Dev. Disabilities Div. of Mental Health State Facility Assoc. Univ. of Ore. Health Science Center	See Appendix A
Oregon Comm. for the Blind	No estimates of disabled persons that might benefit from supported employment programs are available.	Div. of Voc. Rehab., Div. of Mental Health, and the Dept. of Education have begun to develop supported employment programs.	a. In-state planning with Cooperative Education, education for blind and deaf/blind persons.	Yes	Div. of Dev. Disabilities Div. of Mental Health State Special Education Services for the Blind Parents/Parent Advocates Local School Districts	See Appendix A

133

	1 Estimated Number of Disabled Persons That Might Benefit From Supported Employment Projects	2 Development of Supported Employment Alternatives in the State	3 Three Most Important SDMP Development Activities (w/VR Involvement)	4 Short/long-Range Plans for Developing Supported Employment	5 Other Agencies/Organizations With Which VR Coordinates Supported Employment Programs	6 Role of Each Major Agency or Organization
Washington Div. of Voc. Rehab.	An estimated 25,000 clients from Div. of Mental Health, Bureau of Alcohol & Substance Abuse, Div. of Voc. Rehab., Div. of Dev. Disabilities, and the Dept. of Services for the Blind could benefit possibly benefit from supported employment programs. Approx. 116 extended sheltered employment clients and 1,500 VR clients might benefit from supported employment programs.	The Div. of Dev. Disabilities has instituted supported employment programs in Washington State. In addition, Washington is a recipient of a Section 311(a) Supported Employment Grant.	a. Extended Sheltered Employment Study, an assessment tool including decision packages and staff training. b. Computerized employment and resource network which identifies transferable skills and has bank of employers. c. Beginning to develop coordination between agencies.	Long-range plan is to encourage cooperative efforts between all interested agencies including the Div. of Mental Health, Bureau of Alcohol & Substance Abuse and the Div. of Dev. Disabilities;, to identify resources for long-term support services other than Dev. Dis. including churches, Chamber of Commerce, one-on-one support from friends and neighbors.	Div. of Dev. Disabilities Div. of Mental Health Dev. Dis. Planning Council Gov's Comm. on Empl. of the Handicapped State Facility Assoc. State Job Service JTPA Chamber of Commerce State Special Education Services for the Blind Parents/Parent Advocates Local School District Vocational Education	See Appendix A
Washington Dept. of Svcs for the Blind	No estimates of disabled persons that might benefit from supported employment programs are available.	Washington Blind has a contract with the Lighthouse for the Blind to develop community-based alternatives for multiply disabled blind persons.	a. Lighthouse Demonstration b. Policy Development on issues rising from the demonstration. c. Participation in Federally funded Supported Employment Grant.	Short-range plans are to develop the capacity of the Lighthouse to provide supported employment services. Long-term plans are to develop a relationship with the Div. of Dev. Disabilities and the Lighthouse for greater placement potential.	Div. of Dev. Disabilities Dev. Dis. Planning Council Gov's Comm. on Empl. of the Handicapped State Facility Assoc. State Job Service JTPA State Special Education Div. of Voc. Rehab. Parents/Parent Advocates Vocational Education Selected Business Persons	See Appendix A

	7 Definitions of Supported Employment Being Used by VR and Cooperating Agencies	8 Number of Programs Developed or in the Process of Development	9 Type of Vendors the VR Agency is Using/Planning to Use in Providing Supported Employment	10 Establishment of Standards or Fee for Services Systems (need for/areas of need)	11 Involvement of Employer Community in Supported Employment Activities
Region X					
Alaska Div. of Voc. Rehab.	a. Supported Employment b. Enclaves c. Supported Jobs d. Mobile Crews e. Entrepreneurial - Similar to Benchwork, however, in smaller groups in a business developed for handicapped workers.	Three Enclaves were begun in 1984. Three Mobile Crews were begun in 1980.	a. Private Non-Profit Facilities f. VR Funded Projects Through ACC.	New fees for services systems have been established. This is an individualized, expensive program. We are making it uniform throughout the State.	Sheffield Hotels - Operations Manager JTPA - Regional Supv.
Idaho Div. of Voc. Rehab.	a. Supported Employment b. Enclaves c. Supported Jobs d. Mobile Crews e. Benchwork	Five Mobile Crews The earliest initiated Mobile Crew was in 1982.	a. Private Non-Profit Facilities	A job coach fee was developed (both during training and after VR closure for long-term services).	US Air Force - Personnel US Fed. Bldgs - Personnel State of Idaho - Personnel
Idaho Comm. f/t Blind	Idaho Blind agency did not respond to the survey.				
Oregon Voc. Rehab. Div.	b. Enclave - A small group of individuals with disabilities who work and are supervised in an industry or business employing the non-disabled. Supported Jobs - To provide individuals with community jobs and provide necessary training support on the work site with non-disabled. Mobile Crew - Based on a small business employing three to five workers with non-disabled coworkers and supervisor. Contracts with businesses in the community.	The exact number of programs has not been identified, however, these programs were initiated July 1, 1986.	a. Private Non-Profit Facilities b. Private For-Profit Companies c. Sheltered Workshops providing only extended sheltered employment. d. New Organizations providing only supported employment services.	New standards and fee for service systems are necessary since many vendors have little or no experience with the VR system philosophy or parameters of service.	No
Oregon Comm. for the Blind	a. Supported Employment b. Enclaves c. Supported Jobs d. Mobile Crews e. Benchwork	No current programs are directed toward serving the blind.	a. Private Non-Profit Facilities b. Private For-Profit Companies c. Sheltered Workshops providing only extended sheltered employment. d. New Organizations providing only supported employment services. e. State Agency Program/ Facilities	A fee for service needs to be developed for job coaches as well as standards.	An advisory board is in development stages.

	7 Definitions of Supported Employment Being Used by VR and Cooperating Agencies	8 Number of Programs Developed or in the Process of Development	9 Type of Vendors the VR Agency is Using/Planning to Use in Providing Supported Employment	10 Establishment of Standards or Fee for Services Systems (need for/areas of need)	11 Involvement of Employer Community in Supported Employment Activities
Washington Div. of Voc. Rehab.	a. Supported Employment b. Enclaves c. Supported Jobs d. Mobile Crews e. Benchwork f. Mainsteamed Workshop - The Rehabilitation Facility Program, or parts of it, occur at a competitive worksite. Involvement may be short-termed in that an individual or group of individuals back-up a particular company's on-going labor force or continuous in that they are at the worksite regularly. In both cases, wages are paid by the rehab. facility.	Six Enclaves 12 Supported Jobs 26 Mobile Crews Unknown number of Benchwork. 14 Mainstreamed Workshops Enclaves and Mobile Crews were developed in 1979.	a. Private Non-Profit Facilities b. Private For-Profit Companies c. Sheltered Workshops providing only extended sheltered employment. d. New Organizations providing only supported employment services. e. State Agency Program/ Facilities f. Private Individuals	The fee for service schedules were adjusted to be outcome oriented. The Div. of Voc. Rehab. is negotiating CARF standards for small organizations which provide supported employment.	Electronic Assembly Co. - President Institutional Food Svce Program - Mid-Mngmt Hospital Laundry - Mid-Management Janitorial and Crew - Mom & Pop Operations
Washington Dept. of Svcs for the Blind	a. Supported Employment b. Enclaves c. Supported Jobs	One Supported Job was initiated in September, 1985.	a. Private Non-Profit Facilities c. Sheltered Workshops providing only extended sheltered employment.	Policy Development	George Walker - Vice Pres. PNB (Utilities) Pat Fluke (High Tech Manufacturer) - VP

144

	12 Supported Employment Activities in Coordination with Employment Initiative of Fed. Admin. or DD(ADD)	13 Written Cooperative Agreements	14 Methodologies Developed Using Cooperative Provision of Services or Funding	15 Planned Use of Part A, Title VII, Funds for Supported Employment Services	16 VR Agency Participation in Follow-Along Support Services for Clients Placed in SEMP	17 Proposed VR Agency's Role in Supported Employment
Region X						
Alaska Div. of Voc. Rehab.	Through the model grant.	No	The Alask RFP intends to fund 4.5 FTE direct staff positions and their support costs for the implementation of supported work projects statewide. They required that the staff associate with on-going programs/organizations and that the project funds be used in combination with other funds concurrently received from the Div.of Dev.Dis. for vocational programs. Intent is to place persons with severe handicaps who have previously been considered too disabled to work into integrated community jobs, crews, enclaves, or entrepreneurialships, with the necessary support systems to increase their chances of success.	No	No	The VR agency will provide a supported work counselor who will provide case management of all individuals in supported employment statewide. A State level staff person is assigned to this initiative.
Idaho Div. of Voc. Rehab.	The Dev. Dis. Planning Council will be providing input into the definition of supported work and will be working jointly to implement the program.	No	No	No	The VR agency will provide follow-along support until stabilization, regarding job coach needs, is achieved. Short-term post-employment services will be provided after closure, traditional access to services on an as-needed basis, plus an annual review, similar to that required for extended sheltered employment placements. If the case is open, support services provided as needed to ensure successful placement until stabilization of placement is achieved.	The VR agency role will be to assist the client in training and location of an appropriate job site and to provide a time limited support system to transition the client into long-term supported employment, the cost of which will be covered by Health and Welfare, Community Rehabilitation Division. A State level staff person has been assigned for program development. District level staff have been assigned responsibility for long-term service delivery.
Idaho Comm. f/t Blind	Idaho Blind agency did not respond to the survey.					
Oregon Voc. Rehab. Div.	No	Yes, see Attachment G.	Yes, see Attachment G.	No	No	The VR agency will provide on-site training, both State and local VR staff have been assigned to this initiative.

	12 Supported Employment Activities in Coordination with Employment Initiative of Fed. Admin. or DD(ADD)	13 Written Cooperative Agreements	14 Methodologies Developed Using Cooperative Provision of Services or Funding	15 Planned Use of Part A, Title VII, Funds for Supported Employment Services	16 VR Agency Participation in Follow-Along Support Services for Clients Placed in SEMP	17 Proposed VR Agency's Role in Supported Employment
Oregon Comm. for the Blind	Yes, funding.	No	No	Yes, for job coaching.	No	The VR agency's role will be to provide training and facilities. A State level job developer has been assigned to this program.
Washington Div. of Voc. Rehab.	Yes, however, contact has been limited.	No	It is intended that VR will pay for short-term training services for VR eligible clients and the Div. of Dev. Disabilities will provided the long-term support services. However, in practice, methodologies have not yet been developed to implement this activity.	No	No	The VR agency's role in supported employment is: 1) key actor in this initiative, 2) facilitates collaboration, 3) create community support. A facility specialist is assigned to this initiative. Both the State and District levels have accountability for assuring implementation of supported employment.
Washington Dept. of Svcs for the Blind	No	No	No	No	Follow-along support services are provided on a short term basis up to sixty days.	VR agency's role is to provide training and short term follow-up, leadership in experimentation on how supported employment fits into the service system. State level staff have been assigned to this initiative.

143

	18 Separate Tracking System 19 Critical Elements Tracked	20 Identified Barriers/Issues	21 VR Agency's Use of Training or Technical Assistance Resources.	22 Need for Training or Technical Assistance
Region X				
Alaska Div. of Voc. Rehab.	Yes Element not yet determined. Level of intervention and follow-along.	Major barriers were described in the 311(a) proposal, they include: 1) DD has no system for managing case services such as VR has, thus it will be difficult for them to provide support services on a client-by-client basis; 2) there are some definitional differences between DD and VR regarding clients and services; 3) Alaska faces difficult rural issues where there is little work and few services for transportation demands and high costs for services weigh heavily against a receding State budget.	The Employment Network - Dr. David Mank Virginia Commonwealth University -Mark Hill Wash. County Mental Health Bow, Vermont - Bill Ashe These resources were rated "excellent".	We need to provide staff with behavior management training.
Idaho Div. of Voc. Rehab.	Yes, a tracking system is planned. Elements: Wages, Benefits, Hours Employed, Measures of Integration - undeveloped at this time, but will be an attempt to value the amount of social integration with non-disabled peers on the job.	The major issue at this time is that facilities perceive a loss of ESE workers for contract purposes/out migration and shifting finances to supported work will decrease ESE money in the State for refilling vacated slots. An additional issue is that any client who fails in supported work slot may lose their ESE slot and be without a job, also, potential loss of SSDI, SSI, Medicaid, and other benefits, not offset by increased earnings, loss of social services.	Sent a staff member to the third annual symposium on supported employment presented by the R&T Center at Virginia Commonwealth University. Various written materials, VCU Project TIE, will be presented in-state to VR/DD/Facilities/HEW/special education representatives late in July. These resources were rated "good".	IDVR staff will need a half-day in-services session on the supported work program (philosophy, orientation to successful models, mechanics of how to do, etc.).
Idaho Comm. f/t Blind	Idaho Blind agency did not respond to the survey.			
Oregon Voc. Rehab. Div.	A separate tracking system is planned. Elements: Wages, Benefits, Hours Employed	Yes	Univ. of Ore. Health Sciences Center This resource was rated "good".	None

	18 Separate Tracking System 19 Critical Elements Tracked	20 Identified Barriers/Issues	21 VR Agency's Use of Training or Technical Assistance Resources.	22 Need for Training or Technical Assistance
Oregon Comm. for the Blind	Yes, a separate tracking system is planned. Elements: Wages, Benefits, Hours Employed, Measures of Integration, Upward Mobility	Major barriers identified include developing methodologies to serve blind, mentally retarded persons, and develop jobs in a high unempl. rate areas with a poor economy.	No	Marketing of the concepts to employers, particularly with blind, mentally retarded persons.
Washington Div. of Voc. Rehab.	No, a Crosswalk between the Div. of Dev. Disabilities tracking system and the VR system will be developed. Elements: Wages, Benefits, Hours Employed, Measures of Integration	Major barriers and issues include intra and inter-agency understanding of what is supported employment and where each agency fits, and its utilization with other populations; lack of collaboration, willingness or understanding how to start; sufficient personnel resources, available job coach training.	Univ. of Oregon - David Mank NARF Publication - Implementation of Supported Employment ICE, Massachusetts - Joe Campbell U of O rated "excellent". NARF rated "excellent". ICE rated "adequate".	Mandate to cooperate between Div. of Dev. Disabilities and Vocational Rehabilitation.
Washington Dept. of Svcs for the Blind	No, will be utilizing the Div. of Dev. Disabilities tracking system Elements: Wages, Benefits, Hours Employed, Measures of Integration, Length of Employment	Major barriers or issues are identifying the specifics of arranging for long term support costs, i.e., there is general agreement about what is to happen, but specifics have not been defined; increased costs of serving clients, i.e, how much financial commitment is necessary.	The RSA Regional Office Employment Network On-site TA with current supported employment locations. These resources have been rated "helpful".	Technical Assistance for other providers, TA on policy development.

	1 Service Funding During Training	2 Service Funding For Long-Term Support	3 Resource Development	4 Source of Referrals	5 Case Management
Region I					
Connecticut Div. of Rehab. Services	Division of Mental Health State Facility Assn. Corp. for Supported Employment Dept. of Mental Retardation	Division of Mental Health State Facility Assn. Corp. for Supported Employment Dept. of Mental Retardation Dept. of Income Maintenance	Div. of Dev. Disabilities Division of Mental Health Dev. Dis. Planning Council State Facility assn. State Job Service Chamber of Commerce Corp. for Supported Employment Dept. of Mental Retardation	Div. of Dev. Disabilities Division of Mental Health Dev. Dis. Planning Council State Facility Assn. Corp. for Supported Employment Dept. of Mental Retardation	Division of Mental Health State Facility Assn. Corp. for Supported Employment Dept. of Mental Retardation
Connecticut Board of Ed. & Services for the Blind	Div. of Dev. Disabilities Services for the Blind	Div. of Dev. Disabilities	Div. of Dev. Disabilities Dev. Dis. Planning Council Governor's Comm. on Empl. of the Handicapped	Div. of Dev. Disabilities Governor's Comm. on Empl. of the Handicapped	Div. of Dev. Disabilities Services for the Blind
Maine Bureau of Rehab. Services	None	None	Division of Dev. Disabilities Division of Mental Health Dev. Dis. Planning Council State Facility Assn. State Special Education Services for the Blind Vocational Education	Division of Dev. Disabilities Division of Mental Health State Facility Assn.	Division of Dev. Disabilities Division of Mental Health Services for the Blind
Massachusetts Rehabilitation Commission	Division of Mental Health Mass. Comm. for the Blind State Facility Assn. State Special Education	Division of Mental Health Mass. Comm. for the Blind	Division of Mental Health Dev. Dis. Planning Council Mass. Comm. for the Blind State Facility Assn. State Special Education Bureau Transitional Planning	Division of Mental Health Mass. Comm. for the Blind State Facility Assn. State Special Education Bureau Transitional Planning	Division of Mental Health Mass. Comm. for the Blind State Facility Assn. State Special Education
Massachusetts Commission for the Blind	Services for the Blind State Special Education	State Special Education	State Special Education Exec. Ofc of Human Resources Services for the Blind State Facility Assn.	Services for the Blind State Special Education State Facility Assn.	Services for the Blind
New Hampshire Div. of Voc. Rehab.	Div. of Dev. Disabilities Div. of Mental Health	Div. of Dev. Disabilities	Div. of Dev. Disabilities Div. of Mental Health	Div. of Mental Health DS Area Agencies	Div. of Mental Health DS Area Agencies
Rhode Island Voc. Rehab. Services	Vocational Rehabilitation Dept. of Mental Health Local School Districts	Dept. of Retardation Dept. of Mental Health	Vocational Rehabilitation Dept. of Mental Health Parents/Parent Advocates Local School Districts	Vocational Rehabilitation Dept. of Retardation Dept. of Mental Health Parents/Parent Advocates Rehab. Facilities Local School Districts	Vocational Rehabilitation Dept. of Retardation Dept. of Mental Health Rehab. Facilities Local School Districts
Rhode Island Svcs f/t Blind & Vis. Impaired	N/A				
Vermont Voc. Rehab. Svcs Division	Div. of Mental Health State Job Service	Div. of Mental Health	Div. of Mental Health State Special Education	Div. of Mental Health State Special Education Local School Districts	None
Vermont Div. f/t Blind & Vis. Impaired	Vermont Blind agency did not respond to the survey.				

	6 Policy Development	7 Vendor	8 Declaration of Client Eligibility	9 Direct Provision of Services	10 Support Services (i.e., Job Coaches, etc.)	11 Other
Region I						
Connecticut Div. of Rehab. Services	Div. of Dev. Disabilities Division of Mental Health Dev. Dis. Planning Council State Facility Assn. State Job Service Nat'l Alliance of Businessmen Corp. for Supp. Employment Dept. of Mental Retardation Dept. of Income Maintenance	State Facility Assn. National Alliance of Businessmen	Div. of Dev. Disabilities Dept, of Mental Retardation Dept. of Income Maintenance	Div. of Dev. Disabilities State Facility Assn. Dept. of Mental Retardation Dept. of Income Maintenance	Div. of Dev. Disabilities State Facility Assn. Dept. of Mental Retardation Dept. of Income Maintenance	
Connecticut Board of Ed. & Services for the Blind	Div. of Dev. Disabilities Div. of Mental Health Dev. Dis. Planning Council Governor's Comm. on Empl. of the Handicapped Services for the Blind	State Facility Assn.	Div. of Dev. Disabilities Division of Mental Health Services for the Blind	Div. of Dev. Disabilities Services for the Blind	Div. of Dev. Disabilities Division of Mental Health	
Maine Bureau of Rehab. Services	Division of Dev. Disabilities Division of Mental Health Dev. Dis. Planning Council State Facility Assn. State Special Education Services for the Blind Vocational Education	Div. of Dev. Disabilities Division of Mental Health State Facility Assn.	Division of Dev. Disabilities Division of Mental Health	State Facility Assn.	State Facility Assn.	None
Massachusetts Rehabilitation Commission	Division of Mental Health Mass. Comm. for the Blind State Facilities Assn. State Special Education Bureau Transitional Planning	State Facility Assn.	Mass. Rehab. Commission	State Facility Assn. State Special Education	State Facilities Assn. State Special Education	Advocacy from the Division of Mental Health Bureau Transitional Plng Parent Advocates
Massachusetts Commission for the Blind	Services for the Blind Exec. Office of Human Services Mass. Rehab. Commission	State Facility Assn. or others not yet developed.	Services for the Blind	Services for the Blind State Facility Assn.	Services for the Blind State Facility Assn.	Market Concept of Empl. - Services for the Blind, State Facil. Assn., Exec. Office of Human Services, Mass. Rehab. Commission. Job Development-Svcs for the Blind, and the State Facility Assn.
New Hampshire Div. of Voc. Rehab.	Div. of Dev. Disabilities Div. of Mental Health Dev. Dis. Planning Council Governor's Comm. on Empl. of the Handicapped	DS Area Agencies	DS Area Agencies	DS Area Agencies	DS Area Agencies	None
Rhode Island Voc. Rehab. Services	Vocational Rehabilitation Dept. of Retardation Dept. of Mental Health Parents/Parent Advocates Local School Districts	Rehab. Facilities	Vocational Rehabilitation Dept. of Retardation Dept. of Mental Health Local School Districts	Vocational Rehabilitation Dept. of Retardation Dept. of Mental Health Rehab. Facilities Local School Districts	Vocational Rehabilitation Dept. of Retardation Dept. of Mental Health Local School Districts	Advocacy Parents/Parent Advocates

	6 Policy Development	7 Vendor	8 Declaration of Client Eligibility	9 Direct Provision of Services	10 Support Services (i.e., Job Coaches, etc.)	11 Other
Rhode Island Svcs f/t Blind & Vis. Impaired	N/A					
Vermont Voc. Rehab. Svcs Division	None	Div. of Mental Health	None	Div. of Mental Health State Job Service	Div. of Mental Health Local School Districts	
Vermont Div. f/t Blind & Vis. Impaired	Vermont Blind agency did not respond to the survey.					

	1 Service Funding During Training	2 Service Funding For Long-Term Support	3 Resource Development	4 Source of Referrals	5 Case Management
Region II					
New Jersey Div. of Voc. Rehab. Services	None	None	None	None	None
New Jersey Comm. f/t Blind & Vis. Impaired	None	None	Div. of Dev. Disabilities	Div. of Dev. Disabilities	Div. of Dev. Disabilities State Facilities Assn.
New York Office of Voc. Rehab.	Office of Voc. Rehab. Local School Districts	Office of Mental Retardation Office of Mental Health	Office of Mental Retardation Office of Mental Health Local School Districts	Office of Mental Retardation Office of Mental Health Office of Voc. Rehab Local School Districts State Facilities Assn.	Office of Mental Retardation Office of Mental Health State Facilities Assn.
New York Comm. f/t Blind & Vis. Hndcpd	None	None	None	Div. of Dev. Disabilities	Div. of Dev. Disabilities
Puerto Rico Voc. Rehab.	Roles of each program are undefined at this time.				
Virgin Islands Voc. Rehab.	Vocational Rehabilitation Div. of Dev. Disabilities	Div. of Dev. Disabilities State Special Education	None	Vocational Rehabilitation Div. of Dev. Disabilities Office of Mental Health State Special Education	Vocational Rehabilitation

153

	6 Policy Development	7 Vendor	8 Declaration of Client Eligibility	9 Direct Provision of Services	10 Support Services (i.e., Job Coaches, etc.)	11 Other
Region II						
New Jersey Div. of Voc. Rehab. Services	Div. of Dev. Disabilities	None	None	None	Div. of Dev. Disabilities	
New Jersey Comm. f/t Blind & Vis. Impaired	None	State Facilities Assn.	None	Div. of Dev. Disabilities State Facilities Assn.	None	
New York Office of Voc. Rehab.	Office of Mental Retardation Office of Mental Health Office of Voc. Rehab.	State Facilities Assn.	Office of Mental Retardation Office of Mental Health Office of Voc. Rehab. Local School Districts	Office of Voc. Rehab. Local School Districts State Facilities Assn.	Office of Mental Retardation Office of Mental Health Office of Voc. Rehab.	
New York Comm. f/t Blind & Vis. Hndcpd	None	None	None	None	NY State Dept. of Social Svcs	Community Housing Dept. of Social Services
Puerto Rico Voc. Rehab.	Roles of each program are undefined at this time.					
Virgin Islands Voc. Rehab.	Vocational Rehabilitation Div. of Dev. Disabilities State Special Education	None	Vocational Rehabilitation	None	Div. of Dev. Disabilities	

	1 Service Funding During Training	2 Service Funding For Long-Term Support	3 Resource Development	4 Source of Referrals	5 Case Management
Region III					
Delaware Div. of Voc. Rehab.	Div. of Mental Health Dev. Dis. Planning Council State Special Education Services for the Blind Local School Districts Vocational Education Div. of Mental Retardation	Div. of Mental Health Dev. Dis. Planning Council Services for the Blind Div. of Mental Retardation	Div. of Mental Health Gov's Comm. on Empl. of the Handicapped State Facility Assoc. State Special Education Services for the Blind Parents/Parent Advocates Local School Districts Vocational Education Div. of Mental Retardation	Div. of Mental Health Dev. Dis. Planning Council State Special Education Services for the Blind Parents/Parent Advocates Local School Districts Vocational Education Div. of Mental Retardation	Div. of Mental Health Dev. Dis. Planning Council State Facility Assoc. State Special Education Services for the Blind Parents/Parent Advocates Div. of Mental Retardation
Delaware Div. for the Visually Imp.	Div. for the Visually Impaired	Div. for the Visually Impaired	Div. for the Visually Impaired	Div. for the Visually Impaired	Div. for the Visually Impaired
Dist. of Columbia Rehab. Svcs Admin.	State Special Education Local School Dist. Vocational Education	Div. of Dev. Disabilities Div. of Mental Health State Special Education Local School Dist. Vocational Education	Div. of Dev. Disabilities Div. of Mental Health Mayor's Comm. on Empl. of the Handicapped State Special Education Services for the Blind Parents/Parent Advocates Local School Dist. Vocational Education	Div. of Dev. Disabilities Div. of Mental Health Mayor's Comm. on Empl. of the Handicapped State Special Education Services for the Blind Parents/Parent Advocates Local School Dist. Vocational Education	Div. of Dev. Disabilities Div. of Mental Health Dev. Dis. Planning Council State Special Education Local School Dist. Vocational Education
Maryland Div. of Voc. Rehab.	Mental Retardation/ Dev. Dis. Administration Div. of Mental Health and Hygiene	Mental Retardation/ Dev. Dis. Administration Div. of Mental Health and Hygiene	Mental Retardation/ Dev. Dis. Administration Div. of Mental Health and Hygiene John F. Kennedy Inst.	Mental Retardation/ Dev. Dis. Administration Div. of Mental Health and Hygiene Dev. Dis Planning Council Gov's Comm. on Empl. of the Handicapped Dept. of Empl. and Training State Special Education Parents/Parent Advocates Local School Dist. Vocational Education John F. Kennedy Inst.	Mental Retardation/ Dev. Dis. Administration Div. of Mental Health and Hygiene State Special Education Vocational Education
Pennsylvania Office of Voc. Rehab.	Div. of Mental Health JTPA State Special Education Services for the Blind Vocational Education	Div. of Mental Health	Div. of Mental Health State Facility Assoc. JTPA State Special Education Services for the Blind	Div. of Mental Health State Special Education Services for the Blind Parents/Parent Advocates Local School Dist. Vocational Education	None

	1 Service Funding During Training	2 Service Funding For Long-Term Support	3 Resource Development	4 Source of Referrals	5 Case Management
Pennsylvania Bureau of Blindness & Visual Svcs	Div. of Dev. Disabilities Div. of Mental Health Dev. Dis. Planning Council State Special Education Services for the Blind Div. of Mental Retardation	Div. of Dev. Disabilities Div. of Mental Health Dev. Dis. Planning Council State Special Education Services for the Blind Div. of Mental Retardation	Div. of Mental Health Dev. Dis. Planning Council State Facility Assoc. JTPA Chamber of Commerce State Special Education Services for the Blind Div. of Mental Retardation Gov's Office	Div. of Mental Health State Special Education Services for the Blind Div. of Mental Retardation	None
Virginia Dept. of Rehab. Services	State Special Education Services for the Blind Local School Dist. Vocational Education	Div. of Dev. Disabilities Div. of Mental Health	Div. of Dev. Disabilities Div. of Mental Health Dev. Dis. Planning Council State Facility Assoc. State Special Education Local School District Vocational Education	Div. of Dev. Disabilities Div. of Mental Health Parents/Parent Advocates	Div. of Dev. Disabilities Div. of Mental Health
Virgina Dept. f/t Visually Hndcpd	JTPA	Div. of Mental Health	Div. of Dev. Disabilities Div. of Mental Health Dev. Dis. Planning Council Gov's Comm. on Empl. of the Handicapped Vocational Education	Parents/Parent Advocates Local School Dist. Vocational Education	Div. of Mental Health
West Virgina Div. of Voc. Rehab.	Div. of Dev. Disabilities Div. of Mental Health Dev. Dis. Planning Council	Div. of Dev. Disabilities Div. of Mental Health	Div. of Dev. Disabilities State Facility Assoc. JTPA	Div. of Dev. Disabilities Div. of Mental Health State Facility Assoc. State Special Education Services for the Blind Parents/Parent Advocates Local School Dist. Vocational Education	Div. of Dev. Disabilities Div. of Mental Health

	6 Policy Development	7 Vendor	8 Declaration of Client Eligibility	9 Direct Provision of Services	10 Support Services (i.e., Job Coaches, etc.)	11 Other
Region III						
Delaware Div. of Voc. Rehab.	Div. of Mental Health Dev. Dis. Planning Council Gov's Comm. on Empl. of the Handicapped State Special Education Services for the Blind Parents/Parent Advocates Local School Districts Vocational Education Div. of Mental Retardation	State Facility Assoc.	Services for the Blind	Div. of Mental Health State Facility Assoc. Services for the Blind Div. of Mental Retardation	Div. of Mental Health State Facility Assoc. State Special Education Services for the Blind Local School Districts Vocational Education Div. of Mental Retardation	
Delaware Div. for the Visually Imp.	Div. for the Visually Impaired	None	Div. for the Visually Impaired	Div. for the Visually Impaired	None	
Dist. of Columbia Rehab. Svcs Admin.	Services for the Blind Parents/Parent Advocates	None	Div. of Dev. Disabilities Div. of Mental Health State Special Education Local School Dist. Vocational Education	Div. of Dev. Disabilities Div. of Mental Health State Special Education Local School Dist. Vocational Education	Div. of Dev. Disabilities State Special Education Local School Dist. Vocational Education	Job Referral and Advisory Services - Employment Advisory Comm.
Maryland Div. of Voc. Rehab.	Mental Retardation/ Dev. Dis. Administration Div. of Mental Health and Hygiene State Special Education Vocational Education	None	Mental Retardation/ Dev. Dis. Administration Div. of Mental Health and Hygiene	Mental Retardation/ Dev. Dis. Administration Div. of Mental Health and Hygiene Dept. of Empl. and Training Chamber of Commerce State Special Education Local School Dist.	State Facility Assoc.	Development of training and tech. assistance. John F. Kennedy Inst.
Pennsylvania Office of Voc. Rehab.	Div. of Dev. Disabilities State Special Education Services for the Blind Vocational Education	None	None	None	None	Source of Planning Funds Div. of Mental Health
Pennsylvania Bureau of Blindness & Visual Svcs	Div. of Mental Health Services for the Blind Div. of Mental Retardation	Div. of Dev. Disabilities Div. of Mental Health Gov's Comm. on Empl. of the Handicapped Dev. Dis. Planning Cncl State Facility Assoc. JTPA Chamber of Commerce State Special Education Services for the Blind Div. of Mental Retardation Gov's Office	None	None	None	

	6 Policy Development	7 Vendor	8 Declaration of Client Eligibility	9 Direct Provision of Services	10 Support Services (i.e., Job Coaches, etc.)	11 Other
Virginia Dept. of Rehab. Services	Div. of Dev. Disabilities Div. of Mental Health Dev. Dis. Planning Council Gov's Comm. on Empl. of the Handicapped State Facility Assoc. Chamber of Commerce State Special Education	Div. of Dev. Disabilities Div. of Mental Health	Div. of Dev. Disabilities Div. of Mental Health State Special Education	Div. of Dev. Disabilities Div. of Mental Health Parents/Parent Advocates	Div. of Dev. Disabilities Div. of Mental Health	
Virgina Dept. f/t Visually Hndcpd	None	JTPA	Div. of Mental Health State Special Education Services for the Blind	Div. of Mental Health Services for the Blind	Div. of Dev. Disabilities Div. of Mental Health Services for the Blind	
West Virgina Div. of Voc. Rehab.	Div. of Dev. Disabilities Div. of Mental Health Nat'l Alliance of Businessmen Vocational Education	State Facility Assoc.	Div. of Dev. Disabilities Div. of Mental Health	Div. of Mental Health State Facility Assoc.	Div. of Dev. Disabilities Div. of Mental Health	

163

	1 Service Funding During Training	2 Service Funding For Long-Term Support	3 Resource Development	4 Source of Referrals	5 Case Management
Region IV					
Alabama Div. of Rehab. & Crippled Children's Services	Facilities JTPA Business	Mental Health/Mental Retardation	Div. of Dev. Disabilities Mental Health/Mental Retardation Facilities JTPA Business	Div. of Dev. Disabilities Mental Health/Mental Retardation Facilities Business	Vocational Rehabilitation
Florida Office of Voc. Rehab.	JTPA State Special Education Services for the Blind Local School Districts	Div. of Dev. Disabilities Div. of Mental Health Services for the Blind	Dev. Dis. Planning Council State Facility Assoc. State Job Service Chamber of Commerce State Special Education Services for the Blind	Div. of Dev. Disabilities Div. of Mental Health State Job Service Services for the Blind Parents/Parent Advocates Local School District Individual Facilities	Services for the Blind Individual Facilities
Florida Div. of Blind Services	None	Div. of Dev. Disabilities State Facilities Assoc.	State Job Service JTPA	Local School Districts	None
Georgia Div. of Rehab. Services	Div. of Mental Health Mental Retardation Section Div. of Rehab. Services State Special Education	Div. of Mental Health Mental Retardation Section State Funds from the Div. of Rehab. Services and State Special Education.	Div. of Mental Health Mental Retardation Section Div. of Rehab. Services State Special Education	Div. of Mental Health Mental Retardation Section State Special Education	Div. of Mental Health Mental Retardation Section Div. of Rehab. Services
Kentucky Bureau of Rehab. Services	Vocational Rehabilitation	Dept. of Mental Health/ Mental Retardation Dev. Dis. Planning Council	Dept. of Mental Health/ Mental Retardation Div. of Dev. Disabilities Dev. Dis. Planning Council Gov's Comm. on Empl. of the Handicapped State Facility Assn. State Job Service JTPA Chamber of Commerce Nat'l Alliance of Businessmen Services for the Blind State Special Education Parents/Parent Advocates Local School Districts Vocational Education Vocational Rehabilitation	Parents/Parent Advocates Work Activities Centers Local School District Rehab. Facilities	Short term; Vocational Rehabilitation. Long-term; Dept. of Mental Health/Mental Retardation and Developmental Disabilities.
Kentucky Bureau of Blind Services	Kentucky Blind agency did not respond to the survey.				
Mississippi Voc. Rehab. Division	Mississippi Voc. Rehab Div. did not respond to the survey.				

	1 Service Funding During Training	2 Service Funding For Long-Term Support	3 Resource Development	4 Source of Referrals	5 Case Management
Mississippi Voc. Rehab f/t Blind	None	None	None	Div. of Dev. Disabilities Division of Mental Health Chamber of Commerce	None
North Carolina Commission f/t Blind	None	None	None	None	None
North Carolina Div. of Voc. Rehab. Services	Vocational Rehabilitation Mental Health Facilities JTPA State Special Education Vocational Education Dev. Dis. Planning Council	Div. of Mental Health	Vocational Rehabilitation Div. of Mental Health Facilities JTPA State Special Education Vocational Education Dev. Dis. Planning Council	Vocational Rehabilitation Div. of Mental Health Facilities JTPA State Special Education Vocational Education Dev. Dis. Planning Council	Vocational Rehabilitation Div. of Mental Health Facilities JTPA State Special Education Vocational Education Dev. Dis. Planning Council
So. Carolina Commission f/t Blind	N/A				
So. Carolina Voc. Rehab. Dept.	So. Carolina DVR did not respond to the survey.				
Tennessee Div. of Rehab. Services	JTPA	Div. of Dev. Disabilities Div. of Mental Health	Div. of Dev. Disabilities Div. of Mental Health State Special Education Parents/Parent Advocates Local School Districts Vocational Education	Div. of Dev. Disabilities Div. of Mental Health JTPA State Special Education Parents/Parent Advocates Local School Districts Vocational Education	Parents/Parent Advocates Local School Districts Community-based Facilities

173

	6 Policy Development	7 Vendor	8 Declaration of Client Eligibility	9 Direct Provision of Services	10 Support Services (i.e., Job Coaches, etc.)	11 Other
Region IV						
Alabama Div. of Rehab. & Crippled Children's Services	Vocational Rehabilitation	Facilities Business	Vocational Rehabilitation	Div. of Dev. Disabilities Mental Health/Mental Retardation Facilities Business	Mental Health/Mental Retardation Facilities	Housing, transportation, etc., to be provided by Mental Health/Mental Retardation.
Florida Office of Voc. Rehab.	Div. of Dev. Disabilities Div. of Mental Health Dev. Dis. Planning Council State Facility Assoc. State Job Service Chamber of Commerce Nat'l Alliance of Businessmen State Special Education Services for the Blind Parents/Parent Advocates	Individual Facilities	JTPA Services for the Blind	Div. of Dev. Disabilities Div. of Mental Health Services for the Blind Local School Districts Individual Facilities	Div. of Dev. Disabilities Div. of Mental Health Services for the Blind Individual Facilities	
Florida Div. of Blind Services	None	State Facilities Assoc.	None	State Facilities Assoc.	State Facilities Assoc.	
Georgia Div. of Rehab. Services	Div. of Mental Health Mental Retardation Section Div. of Rehab. Services State Special Education	Div. of Mental Health Mental Retardation Sec. Div. of Rehab. Services State Special Education	Div. of Rehab. Services	Div. of Mental Health Mental Retardation Section Div. of Rehab. Services State Special Education	Div. of Mental Health Mental Retardation Section Div. of Rehab. Services State Special Education	
Kentucky Bureau of Rehab. Services	Vocational Rehabilitation Mental Health/Mental Retardation Div. of Dev. Disabilities EEC	None	Vocational Rehabilitation	Community Programs, i.e., Converted Work Activities Centers, Rehab. Facilities and Other New Service Providers.	Short-term - Voc Rehab. Long-term - Mental Health/Mental Retardation, Div. of Developmental Disabilities.	
Kentucky Bureau of Blind Services	Kentucky Blind agency did not respond to the survey.					
Mississippi Voc. Rehab. Division	Mississippi Voc. Rehab Div. did not respond to the survey.					
Mississippi Voc. Rehab f/t Blind	None	Chamber of Commerce	None	None	Div. of Dev. Disabilities Division of Mental Health	
North Carolina Commission f/t Blind	None	None	None	None	No. Carolina State University	Employment-No. Carolina State University

	6 Policy Development	7 Vendor	8 Declaration of Client Eligibility	9 Direct Provision of Services	10 Support Services (i.e., Job Coaches, etc.)	11 Other
North Carolina Div. of Voc. Rehab. Services	Vocational Rehabilitation Div. of Mental Health Facilities JTPA State Special Education Vocational Education Dev. Dis. Planning Council	Facilities	Vocational Rehabilitation Div. of Mental Health JTPA State Special Education Vocational Education	Vocational Rehabilitation Div. of Mental Health Facilities JTPA State Special Education Vocational Education Dev. Dis. Planning Council	Vocational Rehabilitation Div. of Mental Health Facilities JTPA State Special Education Vocational Education Dev. Dis. Planning Council	
So. Carolina Commission f/t Blind	N/A					
So. Carolina Voc. Rehab. Dept.	So. Carolina DVR did not respond to the survey.					
Tennessee Div. of Rehab. Services	Div. of Dev. Disabilities Div. of Mental Health State Special Education Parents/Parent Advocates Community-based Facilities	Community-based Facilities	State Special Education Parents/Parent Advocates Local School Districts	JTPA Local School Districts Vocational Education Community-based Facilities	Div. of Mental Health Parents/Parent Advocates Local School Districts Vocational Education Community-based Facilities	

	1 Service Funding During Training	2 Service Funding For Long-Term Support	3 Resource Development	4 Source of Referrals	5 Case Management
Region V					
Illinois Dept. of Rehab. Services	Dept. of Rehab. Services	Div. of Mental Health/ Developmental Disabilities	Univ. of Illinois	Community Vendors Rehab. Facilities	Dept. of Rehab. Services Rehab. Facilities
Indiana Rehab. Services	Roles are in the process of being clarified.				
Michigan Rehab. Services	Mich. Rehab. Services	Div. of Mental Health	Mich. Rehab. Services Div. of Mental Health Special Education Agency Rehab. Facilities	Mich. Rehab. Services Div. of Mental Health Special Education Agency Rehab. Facilities	Mich. Rehab. Services Div. of Mental Health
Michigan Comm. f/t Blind	Michigan blind agency did not respond to the survey.				
Minnesota Div. of Rehab. Services	Div. of Rehab. Services Developmental Disabilities Dev. Dis. Planning Council Vocational Education Day Activity Centers Local School District	Day Activity Centers Rehab. Facilities	Div. of Rehab. Services Developmental Disabilities Dev. Dis. Planning Council Facility Assoc. Parents/Parent Advocates Vocational Education Rehab. Educators	Div. of Dev. Disabilities Parents/Parent Advocates Local School Districts Dev. Dis. Planning Council Day Activity Centers Rehab. Facilities	Developmental Disabilities Dev. Dis. Planning Council Day Activity Centers Rehab. Facilities
Minnesota Services for the Blind	Div. of Mental Health	None	Div. of Mental Health Dev. Dis. Planning Council Local School District	None	Div. of Mental Health Dev. Dis. Planning Council
Ohio Rehab. Services Commission	Developmental Disabilities Div. of Mental Health Dev. Dis. Planning Council State Facility Assoc. Services for the Blind	Developmental Disabilities Div. of Mental Health State Facility Assoc. Services for the Blind	Developmental Disabilities Div. of Mental Health Dev. Dis. Planning Council State Facility Assoc. Services for the Blind State Job Service	Developmental Disabilities Div. of Mental Health Local School Districts	Developmental Disabilities Div. of Mental Health State Facility Assoc. Services for the Blind
Wisconsin Div. of Voc. Rehab.	Developmental Disabilities Div. of Mental Health Local School Districts	Developmental Disabilities Div. of Mental Health	Developmental Disabilities Div. of Mental Health Rehab. Facilities State Special Education Parents/Parent Advocates Local School Districts Wisc. Community Development Finance Authortiy (WCDFA) P & A Agency	Developmental Disabilities Div. of Mental Health Rehab. Facilities State Special Education Parents/Parent Advocates Local School Districts P & A Agency	Developmental Disabilities Div. of Mental Health P & A Agency

173

	6 Policy Development	7 Vendor	8 Declaration of Client Eligibility	9 Direct Provision of Services	10 Support Services (i.e., Job Coaches, etc.)	11 Other
Region V						
Illinois Dept. of Rehab. Services	Dept. of Rehab. Services Div. of Mental Health/ Developmental Disabilities Governor's Planning Council	Rehab. Facilities Disability Organizations	Dept. of Rehab. Services Div. of Mental Health/ Developmental Disabilities	Rehab. Facilities Community Vendors Dept. of Rehab. Services	Rehab. Facilities Grantee Vendors	
Indiana Rehab. Services	Roles are in the process of being clarified.					
Michigan Rehab. Services	Mich. Rehab. Services Div. of Mental Health Special Education Agency Rehab. Facilities	Special Education Agency Rehab. Facilities	Mich. Rehab. Services Div. of Mental Health Special Education Agency (With Community Assessment Teams)	Mich. Rehab. Services Div. of Mental Health Special Education Agency Rehab. Facilities	Rehab. Facilities	
Michigan Comm. f/t Blind	Michigan blind agency did not respond to the survey.					
Minnesota Div. of Rehab. Services	All Cooperating Agencies	Day Activity Centers Rehab. Facilities	Div. of Rehab. Services	Div. of Rehab. Services Day Activity Centers Rehab. Facilities Vocational Education	Day Activity Centers Rehab. Facilities Vocational Education	
Minnesota Services for the Blind	Div. of Mental Health Dev. Dis. Planning Council					Planning: State Services for the Blind Div. of Mental Health Dev. Dis. Planning Council Local School District
Ohio Rehab. Services Commission	Developmental Disabilities Div. of Mental Health Dev. Dis. Planning Council State Facility Assoc. Services for the Blind Governor's Committee	Developmental Disabilities Div. of Mental Health State Facility Assoc.		Developmental Disabilities Div. of Mental Health State Facility Assoc. Services for the Blind Parents	Developmental Disabilities Div. of Mental Health Rehab. Facilities	
Wisconsin Div. of Voc. Rehab.	Developmental Disabilities Div. of Mental Health Rehab. Facilities State Special Education Parents/Parent Advocates Local School Districts Div. of Policy & Budget Wisc. Community Development Finance Authortiy (WCDFA) P & A Agency	Developmental Disabilities Div. of Mental Health Rehab. Facilities Local School Districts	Developmental Disabilities Div. of Mental Health State Special Education Local School Districts	Developmental Disabilities Div. of Mental Health Rehab Facilities Local School Districts Wisc. Community Development Finance Authortiy (WCDFA) Univ. of Wisconsin	Developmental Disabilities Div. of Mental Health Rehab. Facilities Parents/Parent Advocates Local School Districts	

	1 Service Funding During Training	2 Service Funding For Long-Term Support	3 Resource Development	4 Source of Referrals	5 Case Management
Region VI					
Arkansas Rehab. Svcs Division	Roles of each program are undefined at this time.				
Arkansas Div. of Svcs f/t Blind	Roles of each program are undefined at this time.				
Louisiana Div. of Blind Services	N/A				
Louisiana Div. of Voc. Rehab.	None	Div. of Dev. Disabilities Div. of Mental Health	None identified.	Div. of Dev. Disabilities Div. of Mental Health Local School Districts Private Facilities	None identified.
New Mexico Div. of Voc. Rehab.	Dev. Dis. Planning Council	Dev. Dis. Planning Council	Dev. Dis. Planning Council	Dev. Dis. Planning Council	Dev. Dis. Planning Council
Oklahoma Rehabilitative and Visual Svcs	Not yet determined.				
Texas Rehabilitation Commission	Texas Rehabilitation Comm. State Special Education Autism Learning Center Vocational Education Div. of Dev. Disabilities Div. of Mental Health/ Mental Retardation	Div. of Mental Health/ Mental Retardation	Texas Rehabilitation Comm. State Special Education Autism Learning Center Vocational Education Div. of Dev. Disabilities Div. of Mental Health/ Mental Retardation	Texas Rehabilitation Comm. State Special Education Autism Learning Center Vocational Education Div. of Mental Health/ Mental Retardation	Texas Rehabilitation Comm. Autism Learning Center Div. of Mental Health/ Mental Retardation
Texas Dept. of Svcs f/t Blind	JTPA Services for the Blind	JTPA Services for the Blind	State Facility Assoc. Services for the Blind	State Facility Assoc. Services for the Blind	Services for the Blind

	6 Policy Development	7 Vendor	8 Declaration of Client Eligibility	9 Direct Provision of Services	10 Support Services (i.e., Job Coaches, etc.)	11 Other
Region VI						
Arkansas Rehab. Svcs Division	Roles of each program are undefined at this time.					
Arkansas Div. of Svcs f/t Blind	Roles of each program are undefined at this time.					
Louisiana Div. of Blind Services	N/A					
Louisiana Div. of Voc. Rehab.	None	None	None	None	Div. of Dev. Disabilities Div. of Mental Health Local School Districts Private Facilities	
New Mexico Div. of Voc. Rehab.	Dev. Dis. Planning Council	Dev. Dis. Planning Council	Dev. Dis. Planning Council	Dev. Dis. Planning Council	Dev. Dis. Planning Council	
Oklahoma Rehabilitative and Visual Svcs	Not yet determined.					
Texas Rehabilitation Commission	None	None	Texas Rehabilitation Comm. State Special Education Autism Learning Center Div. of Mental Health/ Mental Retardation	Texas Rehabilitation Comm. State Special Education Autism Learning Center Vocational Education Div. of Dev. Disabilities Div. of Mental Health/ Mental Retardation	Texas Rehabilitation Comm. State Special Education Autism Learning Center Div. of Mental Health/ Mental Retardation	
Texas Dept. of Svcs f/t Blind	Services for the Blind	State Facility Assoc.	Services for the Blind	State Facility Assoc. Services for the Blind	State Facility Assoc.	Deaf/Blind Task Force/ Inter-agency & Consumer Input Parents/Parent Advocates

184

	1 Service Funding During Training	2 Service Funding For Long-Term Support	3 Resource Development	4 Source of Referrals	5 Case Management
Region VII					
Iowa Rehab. Education & Svcs Branch	JTPA State Special Education Services for the Blind Local School Districts Vocational Education	Vocational Education	Div. of Dev. Disabilities Div. of Mental Health Governor's Committee on Employment of the Handicapped State Facility Assoc. Nat'l Alliance of Businessmen State Special Education Local School Districts Vocational Education	Div. of Dev. Disabilities Div. of Mental Health Parents/Parent Advocates Local School Districts	State Facility Assoc. State Special Education Services for the Blind Local School Districts
Iowa Commission for the Blind	Div. of Dev. Disabilities Div. of Mental Health	Div. of Dev. Disabilities Div. of Mental Health	Div. of Dev. Disabilities	Div. of Dev. Disabilities Parents/Parent Advocates	Div. of Dev. Disabilities
Kansas Rehab. Services	None	Div. of Dev. Disabilities Div. of Mental Health	Dev. Dis. Planning Council Parents/Parent Advocates Local School Districts	Local School Districts Independent Living Centers	Div. of Dev. Disabilities Div. of Mental Health State Facility Assoc. Independent Living Centers
Missouri Div. of Voc. Rehab.	Roles of each program are undefined at this time.				
Missouri Bureau for the Blind	Div. of Dev. Disabilities	Div. of Mental Health	Div. of Dev. Disabilities Div. of Mental Health State Special Education Services for the Blind	Div. of Mental Health State Special Education Services for the Blind	Div. of Dev. Disabilities Div. of Mental Health State Special Education Services for the Blind
Nebraska Div. of Rehab. Services	Services for the Blind	None	Services for the Blind	Services for the Blind	Services for the Blind
Nebraska Svcs for the Visually Imp.	N/A				

	6 Policy Development	7 Vendor	8 Declaration of Client Eligibility	9 Direct Provision of Services	10 Support Services (i.e., Job Coaches, etc.)	11 Other
Region VII						
Iowa Rehab. Education & Svcs Branch	State Facility Assoc. State Special Education Services for the Blind Parents/Parent Advocates Local School Districts	State Facility Assoc.	State Special Education	State Facility Assoc. State Special Education	State Facility Assoc. State Special Education Local School Districts	
Iowa Commission for the Blind	Div. of Dev. Disabilities Div. of Mental Health Parents/Parent Advocates	None	None	Div. of Dev. Disabilities	Div. of Dev. Disabilities	
Kansas Rehab. Services	Div. of Dev. Disabilities Div. of Mental Health State Facility Assoc. State Special Education Dev. Dis. Planning Council Local School Districts	State Facility Assoc. Independent Living Centers	None	Div. of Dev. Disabilities Div. of Mental Health State Facility Assoc. State Special Education Local School Districts Independent Living Centers	Independent Living Centers	
Missouri Div. of Voc. Rehab.	Roles of each program are undefined at this time.					
Missouri Bureau for the Blind	None	None	Services for the Blind	Div. of Dev. Disabilities State Special Education Services for the Blind	None	
Nebraska Div. of Rehab. Services	Services for the Blind	None	Services for the Blind	Services for the Blind	Services for the Blind	
Nebraska Svcs for the Visually Imp.	N/A					

188

	1 Service Funding During Training	2 Service Funding For Long-Term Support	3 Resource Development	4 Source of Referrals	5 Case Management
Region VIII					
Colorado Division of Rehabilitation	JTPA	Div. of Dev. Disabilities	Div. of Dev. Disabilities Div. of Mental Health Dev. Dis. Planning Council State Special Education Vocational Education	State Job Service Local School District	None
Montana Rehab. Svcs Div.	N/A				
No. Dakota Div. of Voc. Rehab.	None	None	Div. of Dev. Disabilities State Job Service Governor's Committee	Div. of Dev. Disabilities	Div. of Dev. Disabilities
So. Dakota Div. of Voc. Rehab.	State Job Service JTPA Services for the Blind	Div. of Dev. Disabilities Div. of Mental Health	Div. of Dev. Disabilities Div. of Mental Health State Facility Assoc. State Job Service JTPA Services for the Blind	Div. of Dev. Disabilities Div. of Mental Health State Job Service JTPA Services for the Blind	Div. of Dev. Disabilities Div. of Mental Health Services for the Blind
Utah Div. of Rehab. Services	Div. of Rehab. Services State Special Education	Div. of Dev. Disabilities Div. of Mental Health	Univ. of Utah, Special Education Dept. Parents/Parent Advocates Div. of Rehab. Services Dev. Dis. Planning Council	Div. of Dev. Disabilities Div. of Mental Health State Special Education Div. of Rehab. Services	Div. of Dev. Disabilities Div. of Mental Health State Special Education Div. of Rehab. Services
Utah Svcs for the Visually Hndcpd	Voc. Rehab. Agencies	Div. of Dev. Disabilities Div. of Mental Health Social Service Dept. Div. of Mental Retardation	Vocational Rehabilitation Div. of Dev. Disabilities Div. of Mental Health Social Service Dept. Div. of Mental Retardation	Vocational Rehabilitation Div. of Dev. Disabilities Div. of Mental Health Social Service Dept. Div. of Mental Retardation	Vocational Rehabilitation Div. of Dev. Disabilities Div. of Mental Health Social Service Dept. Div. of Mental Retardation
Wyoming Div. of Voc. Rehab.	Div. of Dev. Disabilities Div. of Mental Health Dev. Dis. Planning Council State Job Service Local School District	Div. of Dev. Disabilities Div. of Mental Health Wyoming Assoc. of Retarded Citizens	Div. of Mental Health Dev. Dis. Planning Council State Job Service	Div. of Mental Health Dev. Dis. Planning Council State Job Service State Facility Assoc. Local School District	Div. of Dev. Disabilities Div. of Mental Health State Job Service

	6 Policy Development	7 Vendor	8 Declaration of Client Eligibility	9 Direct Provision of Services	10 Support Services (i.e., Job Coaches, etc.)	11 Other
Region VIII						
Colorado Division of Rehabilitation	Div. of Dev. Disabilities Div. of Mental Health Dev. Dis. Planning Council State Special Education Vocational Education State Job Service Local School District	None	None	None	None	
Montana Rehab. Svcs Div.	N/A					
No. Dakota Div. of Voc. Rehab.	Div. of Dev. Disabilities State Job Service Governor's Committee	None	None	None	None	
So. Dakota Div. of Voc. Rehab.	Div. of Dev. Disabilities Div. of Mental Health State Facility Assoc. Services for the Blind	None	Div. of Dev. Disabilities Div. of Mental Health State Job Service JTPA Services for the Blind	Div. of Dev. Disabilities Div. of Mental Health State Job Service JTPA Services for the Blind	State Job Service JTPA Services for the Blind	
Utah Div. of Rehab. Services	Div. of Dev. Disabilities Div. of Mental Health State Special Education Div. of Rehab. Services	State Facility Assoc. Univ. of Utah, Special Education Dept. New Service Providers	Div. of Dev. Disabilities Div. of Mental Health State Special Education Div. of Rehab. Services	Div. of Dev. Disabilities Div. of Mental Health State Facility Assoc. State Special Education Div. of Rehab. Services New Service Providers	Univ. of Utah, Special Education Dept. New Service Providers	Vocational & Psychiatric Evaluation Div. of Rehab. Services Div. of Mental Health State Special Education Parent Training Parents/Parent Advocates
Utah Svcs for the Visually Hndcpd	Vocational Rehabilitation Div. of Dev. Disabilities Div. of Mental Health Social Service Dept. Div. of Mental Retardation	None	Vocational Rehabilitation Div. of Dev. Disabilities Social Service Dept. Div. of Mental Retardation	Vocational Rehabilitation Div. of Dev. Disabilities Div. of Mental Health Social Service Dept. Div. of Mental Retardation	Vocational Rehabilitation	
Wyoming Div. of Voc. Rehab.	Div. of Dev. Disabilities Dev. Dis. Planning Council State Facility Assoc.	Wyoming Assoc. of Retarded Citizens	None	Local School Districts Wyoming Assoc. of Retarded Citizens	None	

	1 Service Funding During Training	2 Service Funding For Long-Term Support	3 Resource Development	4 Source of Referrals	5 Case Management
Region IX					
Amer. Samoa Div. of Rehab.	None	None	JTPA	Div. of Dev. Disabilities State Special Education	Div. of Dev. Disabilities
Arizona Rehab. Services Administration	Div. of Dev. Disabilities Block Grants Administration	Div. of Dev. Disabilities Div. of Mental Health Block Grants Administration	Div. of Dev. Disabilities Div. of Mental Health Dev. Dis. Planning Council State Facility Assoc. State Job Service JTPA State Special Education Block Grants Administration	Div. of Dev. Disabilities Div. of Mental Health	Div. of Mental Health
California Dept. of Rehab.	Div. of Dev. Disabilities State Special Education Vocational Education Dept. of Rehab. - Habilitation Section	Div. of Dev. Disabilities Dept. of Rehab. - Habilitation Section	Div. of Dev. Disabilities State Facility Assoc. State Special Education Vocational Education Dept. of Rehab. - Habilitation Section	Div. of Dev. Disabilities State Special Education Vocational Education	Div. of Dev. Disabilities
Guam Dept. of Rehab. Services	N/A				
Hawaii Div. of Voc. Rehab. and Svcs for the Blind	State Special Education	Div. of Dev. Disabilities Dev. Dis. Planning Council	None	State Special Education Parents/Parent Advocates	Div. of Dev. Disabilities
Nevada Rehab. Division	N/A				

	6 Policy Development	7 Vendor	8 Declaration of Client Eligibility	9 Direct Provision of Services	10 Support Services (i.e., Job Coaches, etc.)	11 Other
Region IX						
Amer. Samoa Div. of Rehab.	State Special Education JTPA Dev. Dis. Planning Council	Div. of Dev. Disabilities	None	None	None	
Arizona Rehab. Services Administration	Div. of Mental Health Dev. Dis. Planning Council State Facility Assoc. State Special Education Block Grants Administration	None	Div. of Dev. Disabilities	None	Div. of Mental Health	Advisory Function Div. of Dev. Disabilities Div. of Mental Health Dev. Dis. Planning Council State Facility Assoc. State Job Service State Special Education Parents/Parent Advocates Block Grants Admin.
California Dept. of Rehab.	Div. of Dev. Disabilities Dept. of Rehab. - Habilitation Section	State Facility Assoc.	Div. of Dev. Disabilities Dept. of Rehab. - Habilitation Section	State Facility Assoc. State Special Education Vocational Education	State Facility Assoc.	
Guam Dept. of Rehab. Services	N/A					
Hawaii Div. of Voc. Rehab. and Svcs for the Blind	Gov's Comm. on Empl. of the Handicapped	None	None	Div. of Dev. Disabilities State Special Education	Div. of Dev. Disabilities	
Nevada Rehab. Division	N/A					

	1 Service Funding During Training	2 Service Funding For Long-Term Support	3 Resource Development	4 Source of Referrals	5 Case Management
Region X					
Alaska Div. of Voc. Rehab.	Div. of Dev. Disabilities	Div. of Dev. Disabilities	Vocational Rehabilitation	Div. of Dev. Disabilities Vocational Rehabilitation	Vocational Rehabilitation
Idaho Div. of Voc. Rehab.	Div. of Dev. Disabilities Vocational Rehabilitation	Div. of Dev. Disabilities	Div. of Dev. Disabilities State Facility Assoc. Vocational Rehabilitation	Div. of Dev. Disabilities State Facility Assoc. Vocational Rehabilitation	State Facility Assoc. Vocational Rehabilitation
Idaho Comm. f/t Blind	Idaho Blind did not respond to the survey.				
Oregon Voc. Rehab. Div.	Vocational Rehabilitation	Div. of Mental Health	Univ. of Ore. Health Science Center	Div. of Mental Health	Div. of Mental Health
Oregon Comm. for the Blind	Comm. for the Blind	Div. of Dev. Disabilities ILR, Part A	None	Div. of Dev. Disabilities Registration for the Blind	Vocational Rehabilitation
Washington Div. of Voc. Rehab.	Div. of Dev. Disabilities Vocational Rehabilitation	Div. of Dev. Disabilities	Div. of Dev. Disabilities Dev. Dis. Planning Council Gov's Comm. on Empl. of the Handicapped State Facility Assoc. Vocational Rehabilitation	Div. of Dev. Disabilities Vocational Rehabilitation	Div. of Dev. Disabilities Vocational Rehabilitation
Washington Dept. of Svcs for the Blind	Dept. of Svcs for the Blind	Div. of Dev. Disabilities	Div. of Dev. Disabilities Dept. of Svcs for the Blind	Div. of Dev. Disabilities Dept. of Svcs for the Blind	Div. of Dev. Disabilities Dept. of Svcs for the Blind

193

	6 Policy Development	7 Vendor	8 Declaration of Client Eligibility	9 Direct Provision of Services	10 Support Services (i.e., Job Coaches, etc.)	11 Other
Region X						
Alaska Div. of Voc. Rehab.	Div. of Dev. Disabilities Vocational Rehabilitation	None	None	Vendors	Vendors Vocational Rehabilitation	
Idaho Div. of Voc. Rehab.	Div. of Dev. Disabilities State Facility Assoc. Vocational Rehabilitation	State Facility Assoc.	Vocational Rehabilitation	Div. of Dev. Disabilities State Facility Assoc. Vocational Rehabilitation	Div. of Dev. Disabilities State Facility Assoc.	Long-term follow-up; Annual Review for Competitive Potential. Div. of Dev. Disabilities State Facility Assoc. Vocational Rehabilitation
Idaho Comm. f/t Blind	Idaho Blind did not respond to the survey.					
Oregon Voc. Rehab. Div.	Vocational Rehabilitation Div. of Dev. Disabilities Div. of Mental Health State Facility Assoc.	State Facility Assoc.	Vocational Rehabilitation Div. of Mental Health	State Facility Assoc.	State Facility Assoc.	
Oregon Comm. for the Blind	Vocational Rehabilitation	None	Vocational Rehabilitation	Vocational Rehabilitation	Div. of Dev. Disabilities ILR, Part A	Contract with Mental Health
Washington Div. of Voc. Rehab.	Div. of Dev. Disabilities Dev. Dis. Planning Council Gov's Comm. on Empl. of the Handicapped State Facility Assoc. Vocational Rehabilitation	State Facility Assoc.	Div. of Dev. Disabilities Vocational Rehabilitation	Div. of Dev. Disabilities State Facility Assoc. Vocational Rehabilitation	Div. of Dev. Disabilities State Facility Assoc. Vocational Rehabilitation	
Washington Dept. of Svcs for the Blind	Div. of Dev. Disabilities Dev. Dis. Planning Council State Facility Assoc. Selected Business Persons Dept. of Svcs for the Blind	State Facility Assoc.	Div. of Dev. Disabilities Dept. of Svcs for the Blind	Div. of Dev. Disabilities State Facility Assoc. Dept. of Svcs for the Blind	State Facility Assoc.	

South Carolina
Vocational Rehabilitation Department

JOE S. DUSENBURY, Commissioner

1410 Boston Avenue • Post Office Box 15 • West Columbia, South Carolina 29171-0015

April 28, 1986

Mr. Lewis M. Davis
Acting Regional Commissioner
U. S. Department of Education
Rehabilitation Services Administration
101 Marietta Tower, Suite 821
Atlanta, Georgia 30323

Dear Lewis:

Because of the present lack of consistency regarding a clear definition of "supported employment," we felt it more beneficial to you for us not to respond to the survey but to instead share some thoughts which may be of assistance. We, in South Carolina, have been looking at the area of supported employment for some time now, and recently our Department collaborated with the Developmental Disabilities Council in the writing of an OSERS Grant which was not funded. Furthermore, from an interagency standpoint, we serve as Chairman of the Employment Subcommittee of the Council which is in the process of studying "supported employment" as a potential service need. At the present time, our Department, with Mental Retardation funds, is supervising job coaches in two pilot areas of the state.

In view of the fact that there is still much yet to be addressed, i.e., the results of the OSERS pilots, in our opinion it is too early to speculate as to the success of supported employment. We do know, however, that our Developmental Disabilities Council opposes the use of 110 Funds for "supported employment" and they have written Senator Weicker urging the Senate to place all references to "supported employment" in Title III. If properly funded, Title III funds would provide states the opportunity to demonstrate the potential for "supported employment" with the clear guidelines necessary to develop consistent programs.

If we can be of any additional assistance to you, please feel free to call on us.

Sincerely,

J. S. Dusenbury

J. S. Dusenbury
Commissioner

JSD:mrb

ED - RSA
RECEIVED
APR 30 1986
REGION IV, ATLANTA, GA.

RICHARD H. BRYAN
Governor

STATE OF NEVADA

JERRY GRIEPENTROG
Director

DEPARTMENT OF HUMAN RESOURCES
REHABILITATION DIVISION
505 E. King Street—Room 502
Carson City, Nevada 89710
(702) 885-4440

RECEIVED
APR 30 1986
ED/OSERS/RSA

April 28, 1986

MEMORANDUM

TO: Anthony S. DeSimone, Regional Commissioner
Region IX, Rehabilitation Services Administration

FROM: Delbert E. Frost, Administrator

SUBJECT: INTER-AGENCY PROGRAMMING TO DEVELOP SUPPORTED EMPLOYMENT ALTERNATIVES

As currently defined, this agency does not provide, nor does it plan to provide, supported work services to VR clients. We do provide transitional employment services, which include many of the key elements of the supported work model. Additionally, many of our Nevada VAC, ARC and CTC facilities are moving to expand the sheltered workshops concept to the competitive arena, which again includes many supported features.

This being the case, I would share with you our plans to expand those transitional and sheltered work areas, and discuss our concerns with "Supported Work" as a viable concept for implementation within the VR structure.

I would also share with you a very deep concern expressed by the administrative staff of the Rehabilitation Division's DD, VR and Blind Services that the questionnaire excludes all disabilities except mental retardation in four of its five definitions of supported work.

The Nevada Division of Mental Health and Retardation, a component of our Department of Human Resources, does provide funding for work services exclusive to the mentally retarded. However, it is the commitment of the Rehabilitation Division to assist all disabled populations within our purview of responsibility. We have made a conscious effort not to focus on the needs of specific groups to the disadvantage of others.

The following is a brief descriptive listing of divisional programs which feature aspects related to those programs defined in the central office questionnaire.

Transitional Opportunities for Youth

A project to provide up to twenty severely developmentally disabled high school students with paid transitional training and competitive placement through the use of enclave and individual job coached training at competitive work sites.

Lawlor Events Center Project

A project currently providing competitive work-site training and experience to eighteen disabled and developmentally disabled participants using short-term job coaching/supervision and rehabilitation engineered site modification. This project, if exhibiting continued success, has no limitation to its expansion as it is a joint project of the Rehabilitation Division, Community Services Agency and the nationally based Volume Services Corporation, which has 300 satellite United States operations employing over 6,000 persons.

Currently in place in Reno, the project is scheduled to be implemented at the Thomas and Mack Center in Las Vegas this summer.

Extended Evaluation and Work Experience

A project designed to provide twenty-five disabled VR clients with paid competitive employment in conjunction with intensive analysis of work skill potentials. An average 50% of these individuals are severely disabled. In this project, we have combined the expertise of professional VR evaluators with on-site job coached work experience to insure comprehensive individualized assessment and subsequent competitive placement on a permanent basis.

In addition to these projects of the Rehabilitation Division, the state's ARC Council, directed by Manual Wedge of the Reno ARC, reports three existing competitive enclave work-site projects with others planned for the near future.

Two of these projects are possible through a cooperative effort of the U.S. Air Force, and the Fallon and Las Vegas ARC's. The other, currently in the planning stages, is an industrial job coached enclave; a project of the Reno ARC and the Menninger Foundation.

ARC projects are limited to the mentally retarded or autistic population; division projects are designed to serve all disabilities.

While several inter-agency groups are in place to study and create new opportunities for paid work in competitive settings, none of these focus on supported work as defined. Rather, the focus is on:

Early identification of severely and developmentally disabled youth who, without consistent and coordinated support, will be denied the option of work in a competitive setting.

Development of innovative placement opportunities.

Development of non-traditional resources for client wage and staff expenditures.

Existing action groups addressing these areas include:

The Interagency Task Force on Special Needs of Exceptional Youth comprising all state agencies concerned with provision of services to the population.

Youth in Transition, Inc. comprising local parents, rehabilitation and school officials, and disabled student consumers.

Transition Opportunities for Youth Advisory Council comprising of the guiding body for the previously mentioned Reno housed project. The council is made up of ARC, CTC, VR, DD, Blind Services, school districts, parent and employer representatives, and management level staff of the state's Mental Health Division.

The Transition and Supported Work team of the Division of Rehabilitation comprising of both administrative and staff level representatives of VR, DD, Blind Services and the Governor's Committee on Employment of the Handicapped.

The Nevada State Association of Retarded Citizens - Nevada's statewide organization of ARC directors.

As viewed by the agencies of this division, supported work defined by the Department of Education is the equivalent of sheltered work in a competitive setting. That the component definitions contained in the questionnaire focus exclusively on the mentally retarded seems a further indication that "Supported Work" is more appropriately an activity within the purview of the Mental Health Administration and its ARC/CTC programs.

We will continue to use sheltered and supported workshops for evaluation of VR clients as appropriate. We will continue to work cooperatively with parents, sister agencies, local organizations and employers to develop competitive transitional work experience and training sites using, where appropriate, supported work elements for our clients and for other disabled Nevadans.

We do not, however, intend to change the focus of our services to lifelong support for one segment of the disabled population in sheltered employment whether or not it be at a competitive work site.

I will keep you advised of our progress in instituting the transition programs which will enable us to carry out our national mission: to prepare and place disabled citizens in gainful employment, which is commensurate with the fullest extent of their abilities.

E.E.F.

DEF:DL/plk(DL-04)

INTERIM GUIDELINES FOR USE IN THE REVIEW/APPROVAL OF VENDOR APPLICATIONS TO DRS FOR TRANSITIONAL EMPLOYMENT SERVICES WITHIN A PROGRAM OF SUPPORTED EMPLOYMENT

MARCH 1986

Virginia Department of Rehabilitative Services (DRS)
Division of Community Rehabilitation Services
4901 Fitzhugh Avenue
Richmond, Virginia 23230
(804) 257-0279

TABLE OF CONTENTS

	PAGE
INTRODUCTION	1
PART I: BACKGROUND AND DEFINITIONS	
Relationship of Transitional Employment Services to Supported Employment	4
Content of Transitional Employment Services	7
Case Management	9
Summary of Part I	12
PART II: REQUIREMENTS FOR VENDOR APPLICATIONS TO DRS FOR TRANSITIONAL EMPLOYMENT SERVICES	
1. Potential Applicants for Transitional Employment Services Vendorships	13
2. Application Process	13
3. Specific DRS Requirements for Vendor Proposals	14
a. Establish Local Need for Transitional Employment Service	14
b. Identify Appropriateness of Consumer Population	15
c. Assure Adequacy of Program Design	15
d. Describe Competency of Staff	17
e. Assure Commitment to Maintaining a Data Base on Client Population	17
f. Assure Availability of Ongoing Support at the Job Site After DRS Case Closure	18
g. Establish Cost for the Planned Transitional Employment Service	19
h. Wage and Hour Certification	20
i. Compliance With Specified Statutes	20
j. Provide Federal Tax Identification Number	20
4. Evaluation Standards Which Will Be Applied to Vendors of Transitional Employment Services	20
Summary of Part II	23

PAGE

ATTACHMENTS:

Attachment A: Minimum Features of Supported Employment 25

Attachment B: Quality Features of Supported Employment 26

Attachment C: Quality Characteristics of a Special Manufacturing Line to Employ Persons with Severe Disabilities within a Large Company 27

Attachment D: Program Options for Making Supported Employment Available 28

Attachment E: Simulated Hourly Unit Rate Computation for Transitional Employment Services Within a Program of Supported Employment. 31

Attachment F: Estimated Agency Ratio of Support for Supported Employment. 35

Attachment G: Assurance of Compliance 37

Attachment H: Federal Tax Number Form 38

INTRODUCTION

The purpose of these guidelines is to provide DRS staff, Community Service Board representatives, potential service providers such as rehabilitation facilities, and others a framework within which to develop transitional employment services within a program of supported employment. The guidelines are presented in two parts: Part I summarizes the basis for state efforts to expand the availability of job training and support services which are provided in competitive industry and includes specific discussions on the relationship of transitional employment services to supported employment. Part II specifies the requirements and procedures to be followed in the development, review, and approval of vendors of transitional employment services. The guidelines represent a joint effort by the Departments of Rehabilitative Services and Mental Health and Mental Retardation to provide direction to service development efforts at the local level.

The State effort in Virginia to develop job based training and support services recognizes the need of many persons with severe disabilities to have ongoing support at the workplace available to them for an indefinite period if they are to remain in the regular labor force. Many other disabled workers benefit considerably from a period of job site assistance, after which they can remain stable in employment without a formal program of ongoing support from a publically funded service agency. Therefore, DRS efforts to develop transitional employment services, as defined in these guidelines, is directly related but not strictly limited to the development of supported employment opportunities. As an aid to understanding the scope of these guidelines, the following is an introductory comment on the intended relationship between transitional employment services and supported employment.

Transitional employment services are time limited intensive job based training and support services which are needed by many persons with severe disabilities for them to develop acceptable production and work behaviors in the regular labor market. Transitional employment services include the provision of job development and job placement assistance; however, transitional employment services place a primary emphasis on intensive post placement training and support at the work place. For those disabled workers who require supported employment, transitional employment services are the first phase of a two phase service program. The second phase is the provision of ongoing support funded by a resource other than DRS.

Supported employment is an outcome acquired and maintained through vocational services, particularly the provision of job based training and support services. To be supported employment, the outcome must involve paid work in an integrated work setting performed by a disabled worker who requires ongoing support at the job site to maintain employment. Supported employment is not a service; it is employment supported by ongoing publicly funded services.

Many persons who receive transitional employment services will achieve independent employment, meaning that the disabled worker can maintain employment without a planned program of ongoing job site assistance. Many other persons who can enter the employment market through a transitional employment service program will not achieve independent employment; because of their need for ongoing assistance to maintain their job, these workers will be in supported employment. For persons in supported employment, the transitional employment services, which assisted those workers acquire a job, train for that job, and become accepted by the employer and coworkers, are therefore followed by a program of ongoing support.

The terms transition and transitional are used frequently in reference to a variety of populations, such as young adults in transition from school to work, and services. The use of the term transitional in transitional employment services refers specifically to the time limited period of DRS involvement in potentially ongoing publicly supported job site assistance. The scope of these interim guidelines is not intended to include a much wider range of transitional services intended, for example, to provide pre-employment training and work experience for disabled persons preparing for permanent employment. These guidelines therefore do not encompass the pre-employment training and work experience services potentially involved, for example, in the movement of persons from school to work or in the pre-permanent employment phases

of a job club approach for chronically mentally ill individuals. DRS recognizes the importance of services which prepare disabled workers for employment, and it supports their development. However, the interim guidelines contained in this document focus specifically on training and support services provided at an integrated paid work site by professionally trained employment specialists to severely disabled workers.

The specific requirements discussed in Part II will be applied by DRS to vendor applications submitted by service agencies seeking to be approved as providers of transitional employment services. These requirements should be followed in local planning efforts involving for example, representatives from DRS, Community Service Board Programs, and service providers such as rehabilitation facilities. Part II provides guidance on the following topics:

- Potential Applicants for Vendorships of Transitional Employment Services
- Application Process
- Specific DRS Requirements for Vendor Proposals
- Evaluation Measures Which Will Be Applied to Vendors of Transitional Employment Services

The interim nature of these guidelines results from the anticipated impact of the five-year Federally funded project to develop a state system of supported employment in Virginia, for which the Department of Rehabilitative Services and the Department of Mental Health and Mental Retardation are co-principal investigators. Further refinement and expansion of the guidelines are expected as the state project completes planned activities.

PART I: BACKGROUND AND DEFINITIONS

RELATIONSHIP OF TRANSITIONAL EMPLOYMENT SERVICES TO SUPPORTED EMPLOYMENT

Virginia has experienced significant growth in recent years in the development of services designed to assist disabled workers enter and remain in the competitive labor market. Many local service programs have developed within the framework established by demonstration efforts of the Virginia Commonwealth University Rehabilitation Research and Training Center and Project Employability, which was initiated by VCU with DRS funding in 1978. There are now numerous local examples across the state of effective programs providing training and support services to disabled workers in competitive industry. The cooperative participation of Community Service Boards, rehabilitation facilities, DRS and DMH/MR, and others has contributed substantially to the success achieved to date in making competitively oriented employment services available. The interest in expanding the availability of these services continues to grow, and these guidelines provide a basis for effective movement from localized demonstration efforts to a more statewide program.

The relationship between transitional employment services and supported employment developed in Part I of the guidelines builds on Virginia's successful experience with demonstration efforts. The relationship is based also on Virginia being one of ten states funded for five year projects by the Federal Rehabilitation Services Administration to develop a state system of supported employment. DRS' efforts to develop vendors of transitional employment services is a part of a systematic state effort to provide persons with severe disabilities the opportunity (a) to perform paid work in job sites where non-disabled persons are present as coworkers and (b) to receive support from

trained staff at the job site. DRS' efforts in the areas of transitional employment services and a state system of supported employment are closely related and are built on the following definitions of terms:

> Transitional Employment Services: An intensive training and support service of a time limited nature provided at a regular, integrated job site by qualified support staff for the purpose of assisting severely disabled workers to obtain paid work and to stabilize in such employment. Service can involve job placement and job development assistance. It is primarily characterized by one-to-one post placement job site training and also an emphasis on developing a job environment supportive of integrating the disabled worker into the regular work force. For those clients who require long term job site assistance to maintain employment, the period of transitional support sponsored by DRS is followed by ongoing support sponsored by an agency other than DRS.
>
> Supported Employment: Paid work in a variety of integrated settings, particularly regular work sites, especially designed for severely handicapped individuals, irrespective of age or vocational potential (1) for whom competitive employment at or above minimum wage has not traditionally occurred and (2) who, because of the disability, need intensive ongoing post employment support to perform in a work setting (Federal Register, 6/15/85).

These definitions describe supported employment as an outcome and transitional employment services as a subset of the full range of services required for some clients to achieve and maintain supported employment. It is possible that some clients sponsored by DRS for transitional employment services will

not require ongoing support on the job site and will be independent in employment after a period of job site assistance. However, DRS will place a priority on developing and utilizing vendors of transitional employment services who have the staffing capability to provide ongoing support within a program of supported employment.

The Federal definition of supported employment referenced above has four key components which are: employment, integration, ongoing support, and severe disability. The components of the definition are summarized as follows:

1. Employment: Supported employment is paid employment that provides an individual a regular opportunity to work, especially in competitive industry. The work schedule must offer the opportunity for the individual to be engaged in paid work at least 20 hours per week. A Federal standard for a minimum wage or production level for supported employment does not exist.
2. Integration: Work is integrated when it provides the disabled worker with frequent daily social interactions among people without disabilities. The Federal standard for integration requires that an individual work in a place (a) where no more than eight people with disabilities work together and which is not immediately adjacent to a program serving persons with disabilities, and (b) where coworkers without disabilities are present in the work setting or immediate vicinity.
3. Ongoing Support: Supported employment exists only when ongoing support is provided. An individual should be considered to be receiving ongoing support when publicly funded services providing interventions directly related to sustaining employment are available to the disabled worker.

4. Severe Disability: Supported employment exists when the persons served require, because of their disability, intensive ongoing support to perform in a work setting. The Federal supported employment initiative is designed to serve persons who are or may be funded for ongoing services in day programs.

As a resource for further study, Attachments A, B, and C are presented to provide a practical summary of how to approach questions regarding the extent to which a program actually constitutes an opportunity for supported employment and the quality of that opportunity. Attachment A provides evaluation questions to utilize in identifying whether a program has the minimum features of a program of supported employment. Attachment B provides quality measures from less desirable to most desirable in applying the four identified criteria. And Attachment C provides an application of the criteria to an example of a possible supported employment program. Potential vendors of transitional employment services to DRS should assure that the planned program content is within the parameters established for supported employment and should strive to provide a high quality, flexible program consistent with the anticipated work site(s) and target population(s).

CONTENT OF TRANSITIONAL EMPLOYMENT SERVICES

Transitional employment services usually involve the use of a trained employment specialist, frequently called a job coach, to provide job site training and follow-along services to clients. The service is usually characterized by an intensive initial period of trainer/client and trainer/employer contact designed to develop client work and production behaviors acceptable to the employer while simultaneously creating a job environment supportive of integrating the disabled worker into the regular work force. Gradual reductions

of assistance by the trainer take place as the client becomes more competent and stabilizes on the job. For those clients in supported employment, the DRS sponsored transitional employment service ends at the time when the client has demonstrated a competence acceptable to the employer (given a stable level of ongoing support). The amount of time sponsored by DRS will be based on individual client need. From that point of job stabilization, job site follow-along is provided on an ongoing basis at the level required to maintain the disabled worker's employment.

The potential exists to provide transitional employment services within a variety of integrated community settings. These options include placement of individual workers in competitive jobs, group placements in regular work settings utilizing enclaves in industry or work crews, or establishing small specialized work settings which include integrating opportunities. As a resource, these options are described in detail in Attachment D.

DRS will provide time-limited funding to make available job site support within a variety of supported employment options. As examples, a job coach could be assigned to an individual client who is entering employment in a competitive job; a job coach might also be assigned to a client entering an enclave or joining a mobile crew. In each example, the role of the job coach, within the transitional employment service purchased by DRS, is to assist the disabled worker to develop skills and behaviors which enable that individual to function acceptably within supported employment with a consistent level of ongoing support being provided after DRS case closure. Within an enclave or mobile crew, that ongoing support would be provided by the enclave or crew supervisor. Within a supported competitive jobs program, the support is provided on a periodic basis by a job coach coming to the job site (with increased support during crisis situations). The DRS role, therefore, is to

assist persons with severe disabilities enter and stabilize in supported employment with the agreement that ongoing support will follow DRS case closure.

CASE MANAGEMENT

The potential target population for transitional employment services is not specifically limited to persons with mental disabilities. However, the Federal supported employment initiative is designed to develop paid work opportunities in the competitive labor force for disabled persons who are or may be publicly funded for ongoing services in day programs. At present in Virginia and nationally, publicly funded services in day programs are provided primarily to mentally disabled persons. Also, Community Service Boards are the primary funding source identified to date for the cost of ongoing support in supported employment programs, and the mentally disabled are the population served by the Boards. The discussion of case management which follows is oriented to populations which receive long term case management through the Community Service Boards and therefore primarily addresses the mentally disabled population. Physically disabled persons who can achieve independent employment, or for whom ongoing support costs can be provided, are appropriate participants in transitional employment service programs (where this intense level of service is necessary).

Provision and coordination of effective transitional employment services require a coordinated case management effort. The responsibility for overall case management services for the mentally disabled has been assigned by the State Code to the Community Service Boards in Virginia. The development of individualized employment oriented service plans should be consistent with the

overall short and long range community service goals for the client. Therefore, service plans should be a collaborative effort of the Service Board representative, the DRS rehabilitation counselor, the involved service provider, and the client. The vocational rehabilitation counselor should take a leadership role in those areas which directly impact employment services during the transitional period. Case management coordination should address the following areas:

a. Appropriateness of client: Transitional employment services should only be utilized for clients who require this intense level of training to successfully enter and retain employment. Functional characteristics of clients potentially appropriate are persons who have repeatedly failed because of their disability to maintain employment without support; persons who do not generalize skills from pre-employment training programs; persons who have problems acquiring skills or developing production rates; and persons who have significant communication problems where job site advocacy would help social integration with coworkers and supervisors. Persons whose traditional vocational rehabilitation service outcome was segregated, center-based day or work services are a primary target population for transitional employment services.

b. Client/family readiness: Many potential clients for transitional employment services are unemployed or underemployed in segregated work centers. Frequently, their work experience and work expectations have not prepared them or their families for the demands of work in regular industry. A change in job status might necessitate a change in personal or family routine. The family unit requires pre-placement preparation and post-placement support to reduce the risk for conflict and misunderstanding regarding the responsibilities and

experiences involved in moving into community based integrated employment.

c. DRS case closure: DRS case closure occurs with recipients of transitional employment services at the point of job stabilization. Specific indicators of job stability are:

- employer satisfaction;
- completion of the training, adjustment and fading activities of the job coach; and
- for clients in a supported employment program, an average intervention time by the job coach of less than 20% of the clients working hours over a thirty day to sixty day period.

For example, a client working 32 hours a week who can be maintained in that job by intervention at the job site by a job coach at no more than about 6.5 hours per week (20% of 32 hours) would be considered potentially stable in employment. The final determination of job stability would require employer satisfaction with the client's performance and at least a thirty day demonstration that the intervention schedule of under 6.5 hours or less is adequate to maintain the job. For recipients of transitional employment services who will require ongoing job coach intervention at the job site, it is at the point of job stability and resulting DRS case closure where funding from the ongoing support agency or resource must be initiated. The formal case management involvement of the DRS counselor ends at case closure.

d. Commitment to ongoing support: For those clients expected to require

supported employment, case management responsibilities include ensuring that the transitional and ongoing support which constitute a supported employment program are available prior to initiating an authorization for transitional employment services. Coordination is essential among the provider agency, Community Service Board program (or other programs funding ongoing support), and the DRS counselor to ensure the availability of ongoing support. It is possible that clients who could be successful in supported employment will not have that opportunity available because of the lack of staffing or funding for ongoing support in the community. The DRS counselor has the lead responsibility for insuring that jobs acquired through a transitional employment service within a program of supported employment can be maintained through ongoing support after case closure.

SUMMARY OF PART I

The purpose of Part I is to provide a basis for DRS requirements for initiating vendors of transitional employment services. Prospective vendors should recognize the importance of both targeting services to those persons who require support on the job after employment and of maintaining that support as needed after DRS case closure. The requirements which follow are designed to ensure that transitional employment services will be stable and of a quality nature and will provide persons with severe disabilities the opportunity to enter and remain in integrated employment.

PART II

REQUIREMENTS FOR VENDOR APPLICATIONS TO DRS FOR TRANSITIONAL EMPLOYMENT SERVICES

1. Potential Applicants for Transitional Employment Services Vendorships: Potential applicants include sheltered workshops and other rehabilitation facilities, other public or private not-for-profit agencies or organizations, and for profit entities. Applicants potentially include adult developmental centers attempting to reorient their programs to supported employment.

2. Application Process: The process for review and approval of vendor applications for transitional employment services is consistent with the guidelines established in the DRS document titled Criteria And Procedures For Review/Approval of Facility Vendor Applications. Prospective vendors should complete the documentation specified below within #3, Specific DRS Requirements for Vendor Proposals, and forward the complete application package to the appropriate regional office for review and response. These offices are as follows:

Region I - Mr. James V. Snow
2728 Colonial Avenue, SW
Roanoke, Virginia 24015
703/982-7980

Region II - Mr. William M. Burnside
Newington Professional Building
7830 Backlick Road, Suite 115
Springfield, Virginia 22150-2292
703/569-4303

Region III - Mr. Claude Reed
2930 West Broad Street
Richmond, Virginia 23230
804/257-0175

Region IV - Mr. Kenneth Farmer
855 West Brambleton Avenue
Norfolk, Virginia 23510
804/623-8545

When the regional office has completed its review of the application, it will forward the application package along with its recommendation to the DRS Facility Planning and Consultation Section in Richmond for action. Questions regarding any of this process may be addressed to the Director of Facilities, (804) 257-0254, or to the State Program Supervisor for Supported Employment (804) 257-0279. All vendor applications for transitional employment services will be processed directly through the DRS Facility Planning and Consultation Section.

Additional guidance regarding initiation of a new service can be found on pages 98 and 99 of the DRS publication Sheltered Workshop Facilities: A Handbook For Counselors.

3. Specific DRS Requirements For Vendor Proposals: Vendor proposals must contain documentation which addresses the following requirements:

   a. Establish Local Need for Transitional Employment Service: Local need is documented through descriptions, for example, of gaps in the existing local services system, of levels of unemployment and underemployment among persons with severe disabilities, and of waiting lists for employment oriented services. Attention should be given to identifying the numbers of disabled young adults who are preparing to leave public education to enter the adult service system and who are potentially in need of job based employment services. Letters of

support from local DRS counselors are required; and letters of support are helpful which come from other involved or affected organizations or agencies who are knowledgeable about the need for transitional employment services.

b. Identify Appropriateness of Consumer Population: The target population for the planned service must be clearly defined. The DRS priority being given, within the state supported employment initiative, to disabled persons currently being served or targeted for center based day or work services must be recognized by potential vendors of transitional employment services. The primary population to be served must be shown to be persons who would not be able to maintain paid integrated employment without support at the job site. Documentation would be helpful which provides employment histories and the current wage levels and work settings of the targeted population.

c. Assure Adequacy of Program Design: The program design for the transitional employment service must be defined. The components of the predominant program design utilized in Virginia to provide transitional employment services within a supported employment program are as follows:

Support involved in helping the client get a job:

- structuring efforts to find a job for client and matching client strengths to job needs
- communicating with employers on behalf of client
- planning transportation and/or travel training
- emphasizing parents' involvement in identifying appropriate job for client

- communicating with Social Security representatives

Support involved in teaching the client a job:

- providing behavioral skill training aimed at improving client work performance
- providing necessary social skill training at job site
- working with employers/coworkers in helping client
- helping client and coworkers adjust to each other

Support involved in monitoring the client's job progress:

- getting regular written feedback from employer on client progress
- utilizing behavioral data related to client work speed, proficiency, need for staff assistance, etc.
- implementing periodic client and/or parent satisfaction questionnaires

Support involved in helping the client keep a job:

- implementing planned efforts to reduce staff intervention at job site
- providing followup to employer through phone calls and/or visits to job sites as needed
- communicating to employer if and when staff accessibility is needed
- helping client relocate or find new job if necessary

It is not necessary that this design be followed exactly by each vendor. It is a requirement, however, that the program design include intense job site training, advocacy, and follow along which will occur after employment of the severely disabled worker.

The program description should contain the following information at a minimum:

- Specific purpose of the planned service;
- Admission criteria and screening and intake procedures;
- Content of the planned transitional employment service, including

representative examples of training methodologies, employer and coworker education strategies, and follow along procedures to be utilized;

- Supported employment program options to be utilized (supported competitive jobs, enclaves, mobile crews, and/or entrepreneurial) and job areas to be targeted;
- Staff/client ratios;
- Description of outcomes expected for clients and criteria to be used for clients to exit from transitional employment services.

d. Describe Competency of Staff: Actions that will be taken to assure competency of staff must be described. Documentation would include qualification requirements for staff who will perform the transitional employment services and specific steps, including in-service training, which will occur to assure staff competence.

e. Assure Commitment to Maintaining a Data Base on Client Population: The minimum data elements which DRS will require vendors of transitional employment services to maintain and supply to the Facilities Planning and Consultation Section are:

- Number of individuals served
- Income earned by each individual prior to entering the program
- Income by hour and week after entering supported employment
- Type of work done (DOT number) by participant
- Type of support provided at the job site, including number of hours per week of on-site intervention
- Hours worked per week by participants

Vendor application should define the commitment and capacity of the service provider to maintain the required data base.

f. Assure Availability of Ongoing Support at the Job Site After DRS Case Closure: Vendor applications must describe the means through which the service provider will provide ongoing support to assist the disabled worker in maintaining employment. Where funding from a resource other than the provider will be utilized to pay the ongoing support costs, a letter of commitment from that funding source to use of the dollars for staff support to a supported employment program must be included in the vendor application.

The funding commitments to ongoing support must specify the specific populations for which the ongoing support dollars can be used. For example, a vendor who intends to serve clients from more than one Community Service Board (CSB) area will need to document that commitment to ongoing support exists from each jurisdiction prior to serving clients (who require ongoing support) from that jurisdiction in the transitional employment service program. For example, also, a vendor intending to provide services to multiple disability groups within one CSB jurisdiction will possibly need to document commitment from the CSB program managers for mental retardation services and for mental health services. It is an absolute requirement for vendor approval that the capacity to provide ongoing support be documented.

On an individual client basis, developing and implementing a supported employment plan potentially involves case management coordination among the DRS counselor, the service provider, and the source of funding for ongoing support services.

g. Establish Cost for the Planned Transitional Employment Service: The cost of the service must be individually identified, service-specific, and justifiable as determined by acceptable cost accounting procedures. There must be a reasonable relationship between the expected costs and the anticipated benefits in terms of overall program impact and cost-per-client. A formal budget must be prepared on agency-approved budget reporting forms for costing out fees on a per-client basis. The two basic mechanisms available to fund the program are contracting and fee-for-service. Appropriate procedures have been established for each of these approaches and should be followed in the application process. Specific guidance on budget procedures should be requested from the DRS Facility Section.

In establishing the DRS cost for the planned transitional employment service, it is important (a) to establish a unit cost for the service and (b) to recognize the relationship between costs of the transitional support funded by DRS and the ongoing support funded by another resource(s). To assist prospective vendors in determining a basis for establishing a fee and relating that fee to transitional and ongoing support costs, Attachments E and F are provided as examples. These attachments are taken from "Outline and Support Materials to Assist in the Preparation of Proposals to Provide Transitional Employment And Ongoing Support Services Within A Program of Supported Employment" prepared by Mark Hill at the VCU RR&TC. The vendor application must differentiate those costs which will be charged to DRS for transitional employment services and those costs involved in maintaining disabled workers in employment.

NOTE: For requirements 'h', 'i', and 'j', applicants which have required documentation in place with DRS do not have to submit duplicate forms.

h. Wage and Hour Certification: Where appropriate to the paid work being performed by clients of the transitional employment service, exemption certificates issued by the U.S. Department of Labor must be obtained and filed with the Department of Rehabilitative Services. Exemption certification would apply, for example, to a client performing paid work through an enclave in competitive industry which is operated by a rehabilitation facility. Also, certification applies where special worker certificates are needed to allow payment at subminimum wage in competitive industry through use of DOL Wage and Hour Form 222.

i. Compliance with Specified Statutes: The applicant must comply with Title V of the Rehabilitation Act as amended; Title VI of the Civil Rights Act of 1964; and the Architectural Barriers Act of 1968, as amended. Compliance can be indicated by submission of Attachment G with the information requested on that form.

j. Provide Federal Tax Identification Number: Complete Attachment H and return.

4. Evaluation Standards Which Will Be Applied to Vendors of Transitional Employment Services: Standards to be applied to vendor proposals for potential providers of transitional employment services are as follows:

4.1 Target Population

a. Program will provide services on a priority basis to persons with

severe disabilities who need intensive ongoing post-employment training and support to perform in an integrated paid work setting.

b. Proposal contains descriptions of functional characteristics and employment service needs of target population.

c. Proposal identifies the employment background of targeted population in terms of work history, wage accumulation, and current utilization of work-related services.

d. Proposal documents need for service and contains formal letters of support from local DRS staff.

4.2 Work Opportunity, Wages, and Benefits

a. Service recipients will perform paid work at a minimum of 20 hours per week.

b. Services will result in a significant increase in earnings by clients over previous work activity.

c. Work opportunities provided will address client needs for a range of benefits.

4.3 Integration.

a. Work settings will clearly provide the opportunity for disabled workers to interact with non-handicapped coworkers at the job site.

b. Work settings will contain no more than 8 workers with disabilities.

c. Services will clearly encourage and promote integration during the work day.

4.4 Service Design

a. Service design clearly specifies the approach to be used to assist clients secure and retain employment and that design is appropriate to the targeted population, and

b. The service design includes the provision of intensive post-employment job site training and support.

c. Service design demonstrates an ability to apply behavioral management techniques appropriate to targeted population and work settings; design also includes the capacity to provide employer and coworker training to enhance integration and reduce dependence on the presence of the job coach at the workplace.

d. Design provides for addressing long-term, ongoing job site support needs of clients who do not achieve independent employment.

e. Design provides for the maintenance of the data base specified by DRS.

4.5 Staff

a. Planned strategies for recruiting, compensating and training staff will result in the availability of staff who are qualified in training techniques, working with business/industry, and providing employment services to persons with severe disabilities.

4.6 Management

a. Provider agency has the capacity or evidence of the capacity to implement and manage proposed program.

b. Provider agency has the capacity or evidence of the capacity for complying with regulations, statutes, and auditing requirements which apply to this vendorship.

4.7 Cost Effectiveness

a. Program of transitional employment services clearly defines client effective services to be delivered in a cost-efficient manner.

SUMMARY OF PART II

The requirements for vendor applications specified in Part II are designed to be consistent with effective demonstrations of transitional employment services. The requirements are consistent also with the general DRS vendor review and approval process. A facility or organization which has its vendor proposal approved by DRS will be required to complete and sign a written vendor agreement with DRS. This agreement is subject to annual or periodic renewal and is available through the DRS Facility Planning and Consultation Section.

ATTACHMENT A

MINIMUM FEATURES OF SUPPORTED EMPLOYMENT

CORE FEATURE	EVALUATION QUESTIONS FOR MINIMUM FEATURES	NON-INSTANCE OF SUPPORTED EMPLOYMENT
1. Employment Status	Are persons gainfully employed. e.g., receiving wage and work benefit compensation for labor?	Employee engaged in non-paid activity
2. Integration	Are there fewer than nine persons with disabilities working in proximity to each other?	More than eight persons are employed in a group
	Is the supported employment option not adjacent to other programs serving persons with disabilities?	
	Do the employees work in proximity to others who are not professional service providers?	All non-caregiving co-employees are disabled
3. Ongoing Support	Are public funds available on an ongoing basis to a service provider who is responsible for supporting the employment of persons with disabilities?	Publically funded support is not available
	Is support routinely provided directly related to sustaining employment?	Support is not required to sustain employment
	Does this support ensure that job requirements are to the satisfaction of the employer?	
4. Severity of disability	Does service coordination exist, that (a) provides for individual planning, (b) determines that the employee requires the level of support that is received, and (c) does not exclude persons on the basis of severety of disability?	Person employed requires only initial training and job support

Source: Rhodes, Larry. Defining quality paramenters within supported employment. In: Supported Employment, Institute on Rehabilitation Issues, 1986, In press.

ATTACHMENT B

QUALITY FEATURES OF SUPPORTED EMPLOYMENT

CORE FEATURE	NON-INSTANCE OF SUPPORTED EMPLOYMENT	GENERALLY LESS DESIRABLE	GENERALLY MORE DESIRABLE
1. Employment status	Employee engaged in non-paid activity	20 hours per week of paid employment	Full-time employment
2. Integration	More than eight persons are employed in a group	Eight persons are employed in a group	One person with disabilities is is employed at a job site.
	All non-caregiving co-employees are disabled	Works in proximity to very few non-disabled employees; does dissimilar jobs to that performed by other employees	Works in proximity to non-disabled co-employees doing similar work
3. Ongoing Support	Publically funded support is not available	Publically funded support is available but at inadequate amounts or times to ensure job requirements are met	Adequate publically funded support is available to ensure job requirements are met
	Support is not required to sustain employment	Level of support provided does not sustain employment without interruption	Support sustains employment opportunity
		Support system assesses performance through employer reports only	Support system directly assesses job performance and provides remediation of training as necessary
4. Severity of Disability	Person employed required only initial training and job support	Limited availability of service coordination exists for persons with most severe disabilities	Service coordination mechanism determines employment option is appropriate and "least restrictive", i.e., provides needed support only

Source: Rhodes, Larry. Defining quality paramenters within supported employment. In: Supported Employment, Institute on Rehabilitation Issues, 1986, In press

ATTACHMENT C

QUALITY CHARACTERISTICS OF A SPECIAL MANUFACTURING LINE TO EMPLOY

PERSONS WITH SEVERE DISABILITIES WITHIN A LARGE COMPANY

	CHARACTERISTICS	LESS DESIRABLE	MORE DESIRABLE
1.	Physical Space	Employees are physically separated from co-workers by walls or other barriers	Employees are located in physical proximity to co-workers work in proximity to employees with disabilities
2.	Type of work	Work performed is not typically done by co-workers	Work performed is typical of work done by co-workers
3.	Personnel Status	Employees are legally employed by a third-party support organization	Employees are legally employed by the host company
4.	Pay, Benefits		Pay and benefits are based upon productivity, commensurate with wages/benefits received by co-workers
5.	Transportation	Arrive via segregated bus for people with disabilities	Arrive via carpools with co-workers or by public transportation
6.	Number of Special Line Employees	Larger numbers (more than 8);	Employees with disabilities represent 1% or less of total workforce; groups no more that 8 persons with disabilities
7.	Work Routines (e.g., hours worked, days worked, break and lunch times)	Different from routines of workers	Same as those of co-workers
8.	Staff Supervisor	Low skills in industry practices and in training/supervising person with disabilities	Understands relevant company procedures and brings training/supervision skills to company
		Supervisor is employed by third party support organization	Supervisor is employed directly by company
9.	Support Organization	Is highly visible within the host company (has staff present at all times, acts as subcontractor within company)	Maintains low visibility, but assists company when requested to maintain and support employment, e.g., training other company employees, providing behavior management consultation, screening potential employees, and maintaining special documentation required by government (if any)

Source: Rhodes, Larry. Defining quality paramenters within support employment. In: Support Employment, Institute on Rehabilitation Issues, 1986, In press.

ATTACHMENT D

PROGRAM OPTIONS FOR MAKING SUPPORTED EMPLOYMENT AVAILABLE

1. Job Coach/Employment Support The Job Coach model establishes employment opportunities for individuals with severe disabilities in local industries on a one-person/one-job basis on jobs at or above the minimum wage. A trained Job Coach develops the job in the industry, matches an individual to the job, trains the individual on the job until he/she meets industry criteria and then provides ongoing follow-up support to the individual and the employer for as long as such services are required.

2. Enclave Model A supported employment enclave maintains many of the benefits of integrated employment while providing the continuous, ongoing support required by some individuals for long-term job success.

   In one Enclave Model, workers with severe disabilities perform work tasks within a host electronics company; a non-profit organization funded by state service agencies provides support to the individuals and the host company. Up to eight workers with severe to moderate retardation are employed, working on a manufacturing line managed by a specially trained supervisor.

   Within the enclave, payment for work performed is commensurate with pay to others within the host company doing the same type and amount of work. Access to work is guaranteed in the same manner as for other employees within the company. Persons with disabilities work along side others doing the same work, although limited work abilities and behavioral needs may require that workers be situated in proximity to each other to enhance training and supervision. Workers with handicaps receive the same

benefits as others in the company with respect to such procedures as working hours, lunch and break time, and performance evaluations.

3. Mobile Crew As with the enclave model, the mobile crew provides the opportunity for continuous ongoing support while offering integrated employment. A small crew or set of crews having one supervisor and approximately five employees per crew perform work in regular industry. Typically, the workers in a mobile crew perform service operations for organizations, businesses, and individual community members. The mobile crew approach has been successful in both rural and urban settings.

4. Entrepreneurial Model The Entrepreneurial Model takes advantage of local commercial opportunities to establish businesses employing a small number of individuals with severe disabilities as well as individuals without disabilities. Because the model addresses local businesses opportunities, it functions well in both an urban and rural environment.

5. *Benchwork Model The Benchwork Model is designed to provide employment in electronics assembly work in a service agency which also functions as a business enterprise. Contract work is procured from electronics firms and related industries. Individual workers receive intensive training and supervision on contract tasks. The Benchwork Model was developed in the early 1970s as an alternative to traditional day activity programs to provide long-term employment to individuals previously denied access to any vocational services.

Operated as small, single purpose, not-for-profit corporations, companies using the Benchwork Model provide employment and related services to up to fifteen individuals with severe and profound mental retardation and

related disabilities. A small number of highly qualified staff are employed, maintaining at least a 1:5 staff/worker ratio.

*Applications of the Benchwork Model, because of the frequent grouping of more than eight disabled workers together and the more segregated nature of the work setting, often does not meet the Federal criteria for supported employment. It is included in Attachment D because of its association with the supported employment initiative and because of the interest of program representatives of the benchwork model to develop this option into an actual supported employment opportunity.

Source Documents for Attachment D:

Hill, Mark. Outline and support materials to assist in the preparation of proposals to provide transitional employment and on-going support services within a program of supported employment. Virginia Commonwealth University, 1985.

University of Oregon Specialized Training Program. Employment projects. Eugene, Oregon, 1985.

ATTACHMENT E

SIMULATED HOURLY UNIT RATE COMPUTATION
FOR TRANSITIONAL EMPLOYMENT AND ONGOING SUPPORT
SERVICES WITHIN A PROGRAM OF SUPPORTED EMPLOYMENT

Prepared by: Mark Hill, Director of Special Projects
VCU RR&TC

Provider/Vendor: Project John Doe

Date of Request: Present Date

The following algorithm uses data from several successfully negotiated contracts with the Virginia Department of Rehabilitative Services. The contracts were designed to provide a unit rate for transitional and supported employment. In these programs, individual consumer intervention needs vary greatly and were dependent on the specific assets and barriers associated with each consumer and each employment position. A unique way of monitoring/accounting for these variations needed to be developed.

Job/consumer compatibility varies and thus intervention costs also vary accordingly. It is suggested that an hourly unit rate for intervention service is appropriate for this type of service.

There are two basic ways that a unit of service can be used to financially support a provider of 'service'. Units can be authorized by the service purchaser 'individually' or a 'contract for service' can be negotiated for a preagreed aggregate of service units.

The formula below is based on actual costs and represents an accounting system that is individually specific for each consumer:

PERSONNEL

DIRECT SERVICE NAME/POSITION	HRS.PER WEEK/FTE	PROJECTED SALARY	FRINGE BENEFITS	HOURLY RATE	TOTAL
Direct Service 1	40/1	14,000	22%	9.28	17,080
Direct Service 2	40/1	14,000	22%	9.28	17,080
Direct Service 3	40/1	14,000	22%	9.28	17,080
Direct Service 4	40/1	14,000	22%	9.28	17,080
Hourly Support	20/.5	7.13 per hr.	7.05%	8.70	8,004
TOTAL					76,324

MEAN Job Coach (JC) YEARLY COST = Total/Number of Job Coaches (FTE)

76,324 / 4 - 19,081

65% of JC's time is spent intervening thus JC's have 1196 hours (52 - 6 weeks = 46) (6 weeks for annual, sick, and holiday leave) (46 * 40hr. wk. = 1840 * 65% time = 1196 staff hours available for client specific intervention time)

Direct service personnelcomponent cost of hourlyrate = Mean JC Cost/Mean Intervention Hours

16,986 / 1196 hrs. = 14.20

It is understood that previous vendors have negotiated a rate based on 70% Job Coach intervention time capability, however, recent data from Va.'s RTC indicate that job coaches are not able to provide this level of intervention consistantly over a years time. We are establishing the 65% level to work towards as a reasonable expectation of job coaches; however, this is dependent on the consistent demand for their services from DRS as well from the Community Service Board.

NON-DIRECT SERVICE SUPPORT PERSONNEL

Administration.....70% time, wage and fringe = $21000.
Bookkeeper.....10% time, wage and fringe = $2000.
Clerical Support.....30% time, wage and fringe = $4500.

TOTAL NON-DIRECT PERSONNEL..... = 27500.

component cost of hourly rate = Total/Number of JC's/Mean Intervention

27,500./4 JC's / 1196 = 5.75

OCCUPANCY COSTS

Rent, utilities, and maintenance for project staff only should be used to calculate occupancy cost.

5.5 Persons in Vendor services

5.5 * 636.60 (estimate per person) = 3501.30 rent, utilities, and maintenance

3501.30 / 4 JC's = 875.32

Occupancy component cost of hourly rate = JC Mean Cost/Mean Intervention HR

875.32 / 1196 = .73

SUPPORT COSTS

Telephone per person	209.
Postage per person	254.
Office supplies per	158.
Technical assist.	1386.
TOTAL	2007.

Support component cost of hourly rate = Total/Mean Intervention Hours

2007. / 1196 = 1.68

TRANSPORTATION COSTS

August 1985 average miles per JC = 252 miles @ .205 per mile = 51.66

51.66 * 12 = 619.92 est. yearly average

Transportation component cost of hourly rate = Mean Travel/Mean Intervention

619.56 / 1196 = .52

SUMMARY HOURLY RATE COMPONENTS

COMPONENT TYPE	% OF HOURLY RATE	COMPONENT RATE
PERSONNEL (87%)		
DIRECT SERVICE	62%	14.20
NON-DIRECT SERVICE SUPPORT	25%	5.75
OCCUPANCY	3%	.73
SUPPORT COSTS	7%	1.68
TRANSPORTATION	3%	.52
TOTAL HOURLY RATE		$22.88

Total units of service (annual) available per direct service staff.....1196 Hours of client specific service

Total units of service (annual) available from overall project.....4784 Hours of client specific service

DRS unit of service component (1st year estimate 4/5)
of total service units).....3827

CSB COOPERATIVE (1st year 1/5 of total service units....957

*

Please note that DRS is not expected to 'purchase' all of a providers available units of service, rather it is emphasized that follow along and maintenance service units will be purchased through the Community Service Board or other appropriate agencies. It is requested that DRS authorize sufficient units of service to 'stabilize' clients in their work settings.

ATTACHMENT F

ESTIMATED AGENCY RATIO OF SUPPORT FOR
TRANSITIONAL AND SUPPORTED EMPLOYMENT

Prepared by: Mark Hill, Director of Special Projects
VCU RR&TC

As one agency (DRS, in Virginia's case) stabilizes consumers in integrated employment settings, the follow-along costs for other agencies will expand as the pool of people in these integrated stabilized settings is increased. Proportionately, DRS will be providing less and less of the funds for "supported employment". For example, as depicted in Table 1 which follows, in the first twelve months, the funding ratio might be 80% DRS and 20% from a Community Service Board or other other cooperating long-term service organization.

The second year would be DRS 66% and CSB cooperative 34%. In the third year, given an estimated two placements per month, and a 65% success rate, the funding ratio would be DRS 57% and CSB cooperative 43%. This ratio shift trend would continue indefinitely, assuming ongoing movement of persons with severe disabilities from segregated settings into integrated work.

Table 1 depicts this ratio change and estimates persons placed and maintained, based on data from the Employment Services Division of the RRTC. Additionally, an estimated total cost for each agency (inflation and cost of living held constant) is provided.

TABLE 1

Year / % of Total Funding / # of Persons stabilized-followed / Agency Cost

ESTIMATED INTERAGENCY COOPERATIVE FUNDING LEVELS

	DRS			CSB or Comparable *		
YEAR	% FUNDING	# PERSONS PLACED	COST	% FUNDING	# PERSONS FOLLOWED	COST
1	80	15 - 30	$80,000	20	14	$ 20,000
2	66	15 - 30	80,000	34	28	40,000
3	57	15 - 30	80,000	43	42	60,000
4	50	15 - 30	80,000	50	56	80,000
5	44	15 - 30	80,000	66	70	100,000

*Any organization that will provide follow along funds can be considered here under "comparable" (e.g., United Way, State Legislative set aside funds, Association for Retarded Citizens, etc.).

Further extrapolation of these figures would indicate that in the fifth year there is a total cost to all agencies of $180,000. The number of severely disabled consumers stabilized is estimated to be 70. The annual cost after five years per consumer, should these estimates prevail, would be $2,571.

C-9615 (Rev. 3-79)

ATTACHMENT G

COMMONWEALTH OF VIRGINIA
DEPARTMENT OF REHABILITATIVE SERVICES

STATEMENT OF ASSURANCE OF COMPLIANCE

Title VI of the Civil Rights Act of 1964, as amended, stipulates that: "No person in the United States shall, on the grounds of race, color, national origin, or sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving federal financial assistance."

The Rehabilitation Act of 1973, as amended, provides that: "No qualified handicapped individual in the United States shall, solely by reason of his handicap, be excluded from the participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving federal financial assistance." Further, any program or activity receiving federal funds, when viewed in its entirety, must be readily accessible to and usable by handicapped persons. The Act requires that no qualified handicapped person shall, on the basis of handicap, be subjected to discrimination in employment in any program or activity receiving benefits from federal financial assistance.

As a joint state-federal Program, the Virginia Department of Rehabilitative Services is responsible for meeting the requirements of Civil Rights regulations and the provisions of the Rehabilitation Act of 1973, as amended, in order to continue to receive federal financial assistance. The Department must be given assurance that other participating agencies, institutions, organizations, political subdivisions and individual vendors are in compliance with those regulations before authorizations for goods and services can be issued.

Hence, it will be necessary that assurance of compliance be given by affixing your signature to the following statement.

Thank you.

Altamont Dickerson, Jr.
Altamont Dickerson, Jr., Commissioner
Department of Rehabilitative Services

I understand the provisions of the Civil Rights Act and the Rehabilitation Act of 1973, as amended. Accordingly, my signature attests to assurance of compliance with those regulations by the facility which I represent.

Signature / Title	Name of Facility
Date	Address

COMMONWEALTH of VIRGINIA

ALTAMONT DICKERSON JR

Department of Rehabilitative Services

Vendor Information Form

Name Change ☐

Number Change ☐

New ☐

Return to:

Gentlemen:

We are required by Federal law to report to the Internal Revenue Service any payments made during each year. For this reason, we must be furnished with your Federal Tax Identification Number. This will either be an employer identification number or a social security number and will ensure remittance of our payment to you.

If you do not have a number or do not know your number, you may obtain an application for a number from any local office of the Social Security Administration.

Please fill in the form below and return it to the address above.

1. Enter the Federal Tax Identification Number in this box (9 digit numeric)

2. Please print or type:

   a. the exact name of record for this Federal Tax Identification Number _____

   b. the mailing address _____

   _____

3. Person in charge (print or type) _____

_____

Signature of Vendor (REQUIRED)

MUST be completed by the vendor.

247

An Affirmative Action/Equal Employment Opportunity Employer

AGREEMENT BETWEEN
MICHIGAN DEPARTMENT OF EDUCATION
AND
MICHIGAN DEPARTMENT OF MENTAL HEALTH

The undersigned departments agree to develop and implement a statewide program of supported work for all severely handicapped persons who have not previously qualified for traditional Vocational Rehabilitation services. Achievement of this goal will require modification of the current philosophical, administrative, programmatic, and funding system that supports adult activity, work activity, and sheltered workshop programs to one that nurtures, implements, and maintains the various forms of supported employment programs for severely disabled persons. This includes establishing:

1. A system for supported employment in all geographic areas of the state.

2. A process for assuring that all severely handicapped persons 16 years of age or older currently in or exiting Special Education programs will have plans for transition to employment included as part of their Individualized Educational Plan.

3. A state-level interagency arrangement to continue operation and support of the Supported Employment Program. Similar arrangements will also be developed among the local agencies in each geographic area of the state.

Director, Department of Mental Health — Date

Superintendent of Public Instruction — 8/16/85 Date

BARRIERS TO SUPPORTED WORK PROGRAM

Barrier	Impact if Not Changed	Possible Solutions	Plans/Strategies
> MRS closure policy limitations	Major	- Develop supported employment closure.	- Already completed, after extensive policy work within MRS.
> Adult/guardian fear of SSI Medicaid loss	Major	- Fully train staff, providers, employers, and advocates on work incentive provisions (especially 1619 a &b).	- An extensive training effort has already taken place. Include further training in project plans, building on training already given and on resources such as SSA Publication No. 64-013.
		- Develop employment opportunities with minimum wages, 40 hrs, & benefits.	- Include in project as both local and state responsibility.
		- Train parents and guardians.	- Include in project as an explicit part of the service delivery expectations.
> Service providers' uncertainty about employment potential	Major	- Train providers. - Market supported employment concept.	- Build on extensive informational - and educational activities already underway, including in project as both local & state responsibility.
		- Develop/install improved evaluation methods.	- Include as state-level project objective.
> Business' unawareness of "benefits" from hiring adults with severe disabilities.	Major	- Develop public relations and marketing campaign.	- Include as a major state-level project objective, linking with and building upon economic development activities which are already underway.
> Inadequateness of current evaluation techniques in assessing individual potential.	Moderate	- Develop more specific job-related evaluation protocols to assess ability to perform after long-term training. - Assess potential job site using real work.	- Include as a state-level project objective.
> Lack of regular transportation to work	Major	- Use DHR transportation system and community organization techniques.	- Include as an item to be addressed in local SESA Plans. - Also consider state-level actions to make grants available to rehabilitation facilities for transportation capacities.
> Little/limited work orientation of students exiting Special Education	Moderate now, major in future	- Change current curriculum practices.	- Continue work with state-level Special Ed. staff to have more school districts include explicit vocational objectives in Individualized Educational Plans (IEP's). (This to build on long-standing MRS/Voc. Ed./Spec. Ed. inter-agency delivery system.)
> Limited $'s for MRS to provide high-cost, long-term training	Major	- Develop alternative funding strategies, using MRHN and other funds.	- Include as a major issue to be considered by the Program Executive Council. - As a beginning step, MRS has already committed $200,000 in case service funds for this purpose.

State of Wisconsin \ DEPARTMENT OF HEALTH AND SOCIAL SERVICES

DIVISION OF VOCATIONAL REHABILITATION

1 WEST WILSON STREET, ROOM 830
P O BOX 7852
MADISON, WISCONSIN 53707
(608) 266-1281 (Voice & TTY)

INFORMATION & REFERRAL
1-800-362-9611 (Voice & TTY)

INTERAGENCY AGREEMENT TO ESTABLISH SUPPORTED EMPLOYMENT OPPORTUNITIES

(March 10, 1986 - June 30, 1987)

This agreement will establish a partnership between the Department of Health and Social Services, Division of Vocational Rehabilitation (DVR), and the Wisconsin Community Development Finance Authority (Finance Authority), to develop supported employment opportunities in Wisconsin.

Supported employment is an employment program for individuals with severe developmental, mental, or physical disabilities and is characterized by: work for pay in regular employment; long-term support services to enable the individual to get and retain employment; and social integration with co-workers, supervisors, and other non-disabled persons.

Supported employment emphasizes the creation of real job opportunities not the development of services that simply develop skills. A wide variety of jobs and means of providing long-term support are feasible in creating job opportunities.

RESPONSIBILITIES

I. Oversight, Creation of Job Opportunities with the Finance Authority.

A. The following goals and objectives are the responsibility of the Finance Authority using funds provided through this agreement:

1. Supported employment will be linked to the creation of new job opportunities for at least the next 15 months. Funds would be available as venture development grants to assist with the creation of new businesses/expansion of existing businesses. Venture capital financing is also available through the Authority's associate, Wisconsin Community Capital, a licensed Small Business Investment Company.

The creation of new businesses/expansion of existing businesses to provide supported employment opportunities may include, but is not limited to: the purchase of an existing small business; the purchase of a franchise; the development of a new small business; the expansion of an existing business into a new market; expansion of the volume of business in an existing company to provide supported employment; the development of an

training of both private sector employers and public sector support programs; 7) provision of workshops/conferences for both private sector and public sector personnel implementing supported employment; and 8) evaluation of the venture development grant strategy for further replication.

It is assumed that the workplan, whose time lines are dependent upon the recruitment and appointment of qualified staff, will reflect products and outcomes with the overall objective of developing supported employment job opportunities. The workplan will identify which counties are interested in supported employment and will agree to provide funding for long-term support to help persons with disabilities retain their jobs. The workplan will also identify the corporations which will be approached to develop jobs appropriate to supported employees.

C. Advisory Committee

In addition to the existing board structure of the Finance Authority which is designed to establish policy and provide direction to the development of businesses/jobs, an Advisory Committee would be established to assess progress on the supported employment project and develop strategies for further expansion. The Advisory Committee will provide direction to the project consistent with the underlying philosophy of supported employment:

** All persons with disabilities have the right to make choices regarding the nature and location of the work they perform and the quality of their life;
** There are individuals with long term support needs in order to gain/maintain employment and for which the human service system has responsibility;
** Employment for persons with severe disabilities must be closely tied to economic development in this state.

The Advisory Committee will:

1. Provide direction to the conduct of issue studies;
2. Develop public policy;
3. Develop budgetary and fiscal strategies to provide stability to programs;
4. Provide direction to replication and statewide implementation.

Co-chairs of the Advisory Committee will be the Deputy Secretary of DHSS (John Torphy) and a member chosen from the board of the Finance Authority by the Finance Authority (DuWayne Johnsrud). The Advisory Committee representative from DVR will be Patricia G. Kallsen, Administrator; the Advisory Committee representative from DCS will be Gerald Born, Assistant to the Administrator.

Additional members of the Advisory Committee will be chosen from among the following: Division for Handicapped Children and Pupil Services, Wisconsin Council for Developmental Disabilities,

IV. Payment for Services

A. Payment for the initial two (2) months of the agreement shall be made in advance for each month on the basis of one/fifteenth (1/15) of the total amount. The invoices for the first two months of the agreement may be submitted after the agreement has been signed.

B. All payments for the balance of the agreement shall be made on the basis of reimbursement for actual expenses using the attached summary and financial detail sheets, at the end of each month or at the end of the agreement.

C. Reconciliation of accounts will occur during the last two (2) months of the period covered by the agreement.

V. Provider Audit Requirement

A. Provider shall maintain and, upon request, allow authorized representatives of Purchaser (DVR) and the Wisconsin Department of Health and Social Services and such Federal agencies as may require such information, to have access to such records as they deem necessary to confirm Provider's compliance with the specifications of this agreement at any reasonable time during the current agreement fiscal period and within three (3) years after the close of the agreement fiscal period or audit review by the Purchaser, as far as they show or tend to show or verify the amount of expenses or costs incurred by the Provider in the performance of its obligations under this agreement.

B. The Provider shall arrange for an independent financial and compliance audit pursuant to applicable Federal guidelines (OMB Circular Nos. A-110 and A-128, and appropriate Federal program compliance requirements) and those guidelines provided by the Department (in the form of Provider Agency Audit Guide, available upon request). The Provider shall incorporate by reference in the engagement letter any Federal and State guidelines.

C. The Provider agrees to deliver to the Department three copies of the resultant audit report, to include financial opinion, internal control statement and compliance opinion, and the management letter within 30 days of its receipt by the Provider but not later than 90 days after the completion of the Provider's fiscal year.

D. With the exception of governmental entities organized under ss. 59.01, 66.013, 38.01, 139.30 or 117.01, Wis. Stats., the Department shall notify the Provider within 30 days of receipt of the audit completed by the independent auditor, whether or not the audit meets the requirements of the Department's audit guidelines. The Department shall initiate resolution of audit findings with the Provider witnin 60 days following notification of the audit's

"Affirmative Action Plan" is a written document that details an affirmative action program. Key parts of an affirmative action plan are: (1) a policy statement pledging non-discrimination and affirmative action employmnent, (2) internal and external dissemination of the policy, (3) assignment of a key employee as the equal opportunity officer, (4) a workforce analysis that identifies job classification where representation of women, minorities, and persons with disabilities is deficient, (5) goals and timetables that are specific and measurable and that are set to correct deficiencies and to reach a balance of work force, (6) revision of all employment practices to ensure that they do not have discriminatory effects, (7) establishment of internal monitoring and reporting systems to measure progress regularly.

Patricia G. Kallsen, Administrator
Division of Vocational Rehabilitation

Louis G. Fortis, Executive Director
Wisconsin Community Development
Finance Authority

1680TR

WORKPLAN FOR SUPPORTED EMPLOYMENT DEMONSTRATION

The Supported Employment Demonstration has two major goals.

1. Increase the general level of awareness in the State about supported employment. Supported employment means paid employment for individuals with severe disabilities in regular worksites, the opportunity for integration with nondisabled persons and the availability of support services in order to retain employment.

2. Increase the number of sites and demonstrate a variety of supported employment models in the State.

The project will accomplish these goals through implementing activities directed at four objectives.

OBJECTIVE 1: CREATE NEW JOBS IN EXISTING BUSINESSES FOR PERSONS WITH SEVERE DISABILITIES

The activities related to this objective are intended to build upon the existing relationships that exist between the Finance Authority and the private sector employers (see Appendix A for a list of employers) that support the Finance Authority.

The method used to create the new jobs will utilize presentations to Chief Executive Officers (CEO's) or their designees of corporations regarding opportunities that they can create for supported employment site development. In order to create access to major corporations, a private sector leadership group (PSLG) will be created by the project. This PSLG will arrange and schedule the presentations which will be made by project staff. The presentations will utilize videotapes currently under production to describe and give examples of supported employment.

When a CEO "pledges" to develop supported employment sites in his/her business, project staff will devise an implementation plan for the business and seek out a local provider of supported employment services to recruit the client and provide the job match and coaching services. Where the local community does not include an existing agency skilled in providing supported employment services, project staff will: a) provide or arrange training for existing agencies in the techniques of supported employment; or b) work to create a new agency to provide such services. It is anticipated that at least six corporations will create sites.

Because of the demonstration nature of the project, alternative strategies will be devised to test various approaches to accessing the private sector. Two alternate strategies will be applied. One strategy will target businesses within a specific industry such as insurance or food service. The second will target businesses within a defined geographical area such as the Fox River Valley, Milwaukee, or Outagamie County.

It is expected that the presentations will be scheduled and planned during the summer months of 1986. During this same time, training and marketing materials will be prepared. Presentations will begin in the fall of 1986 and continue through the spring of 1987. A minimum of 24 presentations will be made during the first project year. At the

end of the first round of corporate presentations, project staff will evaluate the factors contributing to the success of the various methods as well as the barriers to successful objective accomplishment. The evaluation will also include an assessment of the appropriateness and effectiveness of the training materials developed. (This evaluation will not include an assessment of the success of clients within supported employment sites created during this period).

OBJECTIVE 2: DEVELOP NEW BUSINESSES THAT WILL HIRE PERSONS WITH SEVERE DISABILITIES

Activities related to this objective will be based on the Finance Authority's experience in the creation of new businesses.

The search for new business ideas will begin with the issuing of a Request for Proposals to rehabilitation facilities, community action programs, and community economic development corporations. Agencies interested in responding to the RFP will be invited to a "bidders conference" which will explain the goals of the project with regard to this objective. This RFP will produce start up business ideas that will be submitted to a feasibility analysis. The feasibility analysis will further prune the ideas to produce one or two potential businesses that are deemed to have the greatest probability of being successfully started. To be selected for business development a new business must employ individuals with severe disabilities and nondisabled individuals in a ratio up to but no more than 50/50.

A special effort will be made to develop business ideas in northern, rural Wisconsin using the DVR innovative projects in Ashland, Rice Lake and Rhinelander. In the event that no feasible ideas emerge from the RFP or the "innovative projects", business ideas will be accepted from the ongoing Finance Authority business development activities. Entrepreneurs posing ideas to the Authority will be encouraged to modify those businesses to include supported employment jobs.

For those businesses selected, project staff will develop a business plan and if the business plan continues to suggest success, project staff will prepare the proposal for financing. Depending on the financing needs project staff will solicit financing both from Wisconsin Community Capital Corporation and private venture capital sources. To the extent possible within the project period, staff will also provide ongoing technical assistance to the business(es) both personally and through the Finance Authority's Corporate Technical Assistance program which matches private sector volunteers with specific expertise in, for example, marketing, sales, accounting, etc. with start-up businesses.

The project will seek to demonstrate and evaluate the potential of alternative business structures including cooperatives, employee owned for-profits, and nonprofit owned for-profits.

OBJECTIVE 3: CREATE AGENCIES THAT WILL PROVIDE SUPPORTED EMPLOYMENT SERVICES FOR INDIVIDUALS WORKING IN SUPPORTED EMPLOYMENT SITES

This objective recognizes the importance of providing services to the employer and the individual with a disability in the supported employment

site in order to achieve successful job retention and builds on the skills and experience of Finance Authority staff and DVR staff in working with community based organizations.

The project will target one county to develop a not-for-profit agency that will provide supported employment services including recruitment of sites and workers, job matching, job coaching and supervision. The target county will be selected based on an assessment of local conditions as well as interviews with local 51 Board personnel, service agencies, private sector employers and DVR field staff. To be selected a county must have either no rehabilitation facility or one that is not interested in providing supported employment services. The county must also demonstrate the business infrastructure required to create employment sites. Further, the 51 Board and the DVR staff must be willing to purchase services from this agency for at least a three year period.

In the target county project staff will create a nonprofit agency, oversee the recruitment of board and staff, and provide the salary for a job coach to underwrite agency expenses until the 51 Board and DVR staff begin to purchase services (a period not to exceed six months). It is anticipated that at least one of these agencies will be created in the project period.

OBJECTIVE 4: PROVIDE TRAINING AND PUBLIC INFORMATION ABOUT SUPPORTED EMPLOYMENT AND ITS EFFECT ON THE QUALITY OF LIFE OF PERSONS WITH SEVERE DISABILITIES TO EMPLOYERS, GOVERNMENT OFFICIALS, SERVICE PROVIDERS AND INTERESTED CITIZENS.

Increasing public awareness about the possibilities of supported employment to increase the quality of life of persons with severe disabilities will be an important goal of the project. Progress on this objective will result from presentations made by project staff to interested groups. Presentations will be made to service delivery agencies, local government officials, employer associations, and interested citizens involved in advocacy organizations.

Project staff will respond to requests for training from these groups within certain constraints related to workload in the other three project areas. Priority will be given to requests from areas where project staff are working on the other three objectives. Presentations will focus on the principles of normalization, the role of supported employment in achieving interest normalization for persons with severe disabilities, and state of the art techniques in developing successful supported employment sites. Training materials will be developed by project staff to aid in the dissemination of information. Included in the training materials will be videotapes, handouts, identification of agencies providing supported employment, and bibliographic references to useful material developed elsewhere.

During the last quarter of the demonstration project, the Finance Authority in cooperation with DCS and DVR will host a statewide conference for all interested individuals that will announce the project results to date as well as the plans for future activities. Substantive material on supported employment related to the four objectives of the projects will be presented through workshops for conference attendees.

BEST COPY AVAILABLE

Workshop leaders will be selected based on project experience and consultation among Finance Authority, DCS and DVR staff.

GOVERNANCE

The project will be administratively housed within the Finance Authority but will receive direction from an Advisory Committee (not to be confused with the private sector leadership group) consisting of four permanent members: Chair John Torphy, Co-Chair Dwayne Johnsrud, DVR Administrator Patricia Kallsen, DCS Assistant to the Administrator Gerald Born and approximately twelve additional members appointed by these four. The additional twelve members will include representatives from social service agencies,advocacy organizations, employer groups, unions, UW-Madison, the Divisions of Employment and Training, the Department of Public Instruction, and persons with severe disabilities working in supported employment situations currently.

REHABILITATION SERVICES

Dr. Judy Ann Buffmire, Director

STATE OFFICE
350 East 500 South • Salt Lake City, Utah 84111
Telephone: (801) 533-5991

July 11, 1985

To Whom It May Concern,

With respect to the development and implementation of a supported employment project, the Division of Rehabilitation Services is committed to:

1. Provide the day-to-day and fiscal administration of the project.

2. Provide matching funds and staff for the Project, as specified in the proposal.

3. Develop and implement interagency agreements that will result in the development and implementation of a supported employment program in Utah. These interagency agreements will include the following agencies: Division of Services to the Handicapped, Division of Mental Health, Special Education, Vocational Education, Job Service, and Community Based organizations.

4. Develop and distribute a philosophy statement with respect to supported employment and its relationship to the VR process.

5. Develop goals, objectives, policies, and procedures that will implement a supported employment program in DRS.

6. Train DRS staff in the provision of supported employment services.

7. Accept as cases and provide goods and services to clients that have been traditionally not feasible for VR because they lack employment potential and lack appropriate service resources, but would be appropriate for the supported employment program.

8. Promote and assist in the development of supported employment sites.

9. Pay a training fee for clients entering a supported employment project that covers a period (depending upon the type of work site and the IWRP--six months maximum) of assessment and training. At the conclusion of this period, clients successful in the supported employment program will be closed as "26's"

10. Seek Utah State Board of Education supported (Programmatic-fiscal) of the supported employment program.

UTAH STATE OFFICE OF EDUCATION
250 East 500 South • Salt Lake City, Utah 84111
Bernarr S. Furse • Superintendent of Public Instruction
OFFICE OF AGENCY AND REHABILITATION SERVICES
Dr. Daryl McCarty • Associate Superintendent

11. Seek Utah State Legislative support (Programmatic-fiscal) of the supported employment program.

12. Continue the supported employment program that has been developed as a result of this project after the grant is complete.

Sincerely,

Judy Ann Buffmire

Judy Ann Buffmire
Director

/sb

Social Services

Norman H. Bangerter, Governor, State of Utah
Norman G. Angus, Executive Director

'85 AUG -1
DIVISION OF REHABILITATION SERVICES
UTAH STATE OFFICE EDUCATION

16 July 1985

To Whom It May Concern:

With respect to the development and implementation of a Supported Employment Project, the Division of Services to the Handicapped is committed to:

1. Provide matching funds and staff for the Project as specified in the proposal.

2. Develop and implement interagency agreements that will result in the development and implementation of a Supported Employment Project in Utah. These interagency agreements will include the following agencies:
   a) Division of Services to the Handicapped
   b) Division of Mental Health
   c) Special Education
   d) Vocational Education
   e) Job Service
   f) Community Based Organizations

3. Develop and distribute a philosophy statement with respect to supported employment and its relationship to the Division of Services to the Handicapped and their Master Plan.

4. Develop goals, objectives, policies and procedures that will implement a Supported Employment Program in the Division of Services to the Handicapped.

5. Provide training of OCO and DSH staff in the provision of supported employment services.

6. Promotion and development of supported employment sites.

7. Develop program capability to provide funding for the continuation of support after the time limited V.R. service based on individual client need.

Division of Services to the Handicapped
Gary Nakao, Ph.D. Director

150 West North Temple, Suite 350
P.O. Box 45500, Salt Lake City, Utah 84145-0500
801-533-5323

An Equal Opportunity Employer

8. Seek approval of the Supported Employment Program by the DSH Board.

9. Seek commitment from OCO to participate with Education and V.R. to develop a transition plan on an individual basis.

10. In cooperation with other agencies, seek Utah State Legislative backing (programmatic/fiscal) of the Supported Employment Program.

11. Continue the Supported Employment Program that has been developed as a result of this project, after the grant is completed.

Sincerely,

Gary Nakao, Ph.D.,
Director

GN/jo

UTAH STATE OFFICE OF EDUCATION

UTAH STATE BOARD OF EDUCATION
UTAH STATE BOARD FOR VOCATIONAL EDUCATION

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State Superintendent of Public Instruction

August 15, 1985

Judy Ann Buffmire, Director
Division of Rehabilitation Services
250 East 500 South
Salt Lake City, Utah 84111

Dear Judy Ann:

We compliment this effort to add strength and support to the expansion of the development of the supported employment concept for severly handicapped persons. Special Education is committed to strengthening and expanding state and local efforts to become an appropriate partner in the implementation of the following activities.

1. Develop and implement interagency agreements that will result in the continual expansion, development and implementation of a supported employment program in Utah. These interagency agreement will include the following agencies: Division of Services to the Handicapped, Division of Mental Health, Special Education, Vocational Education, Job Service, and community based organizations.

2. Develop and distribute a philosophy statement with respect to transition to the world of work including supported employment programs and transitional processes in special education.

3. Develop goals, objectives, policies, and procedures that will implement a supported employment program and transitional process in special education.

4. Train state and local special education staff in the development and provision of supported employment services and other transitions to the world of work options.

5. Continue to promote and assist in the development of supported employment sites.

6. Seek Utah State Board of Education's support (programmatic-fiscal) of transition activities supported employment program.

7. Seek Utah State Legislative support (programmatic-fiscal) transition activities and the supported employment program.

CURRICULUM & INSTRUCTION · Bruce Griffin · Associate Superintendent
250 East 500 South · Salt Lake City, Utah 84111 · (801) 533-5431

8. Continue support of the supported employment program employment program concept and further develop and implement activities consistent with the grant intent after grant is completed.

9. Work with local special education programs to assist them in the development and implementation of supported employment programs and community referenced employment curriculum.

10. Develop a funding structure and procedures through which special education can provice considerable support for the training function of the supported employment program.

11. Provide technical assistance and liaison with special education programs involved in the supported employment program.

Sincerely,

Elwood Pace, Director
Special Education Section

/lm
wp/pace85
buffmire 8-15-85

Social Services

Norman H. Bangerter, Governor, State of Utah
Norman G. Angus, Executive Director

August 2, 1985

Rehabilitation Services
Dr. Judy Ann Buffmire, Director
250 East 500 South
Salt Lake City, UT 84111

To Whom It May Concern:

With respect to the development and implementation of a supported employment project, the Division of Mental Health is committed to:

1. Provide matching funds and staff for the Project as specified in the proposal.

2. Develop and implement interagency agreements that will result in the development and implementation of a supported employment program in Utah. These interagency agreements will include the following agencies: Division of Services to the Handicapped, Division of Mental Health, Division of Rehabilitation Services, Special Education, Vocational Education, Job Service, local mental health and other community based organizations.

3. Develop and distribute a philosophy statement with respect to supported employment and its relationship to the mental health program.

4. Develop goals, objectives, policies, and procedures that will implement a supported employment program and transitional process in mental health.

5. Train and educate key mental health staff in the supported employment process and the provision of services in this process.

6. Promote and assist in the development of supported employment sites.

7. Seek Board of Mental Health support (programmatic-fiscal) of the supported employment program.

8. Seek Utah State Legislative support (programmatic-fiscal) of the supported employment program.

9. Continue the supported employment program that has been developed as a result of this project after the grant is completed.

Division of Mental Health
Keith W. Stroud, C.S.W., Director

150 West North Temple, Suite 336
P.O. Box 45500, Salt Lake City, Utah 84145-0500
801-533-5783

An Equal Opportunity Employer

10. Work with local mental health agencies to assit them in the development and implementation of supported employment programs.

11. Develop a funding structure that will provide for on-going supported employment services for mental health clients.

12. Stronger and more regular liaison with all agencies directly or indirectly involved in the supported employment project.

Sincerely,

Keith W. Stroud
Director

KWS/bf

WASHINGTON STATE ESE ASSESSMENT

This ESE assessment which was conducted of ESE clients in Washington State, and the following narrative, is patterned after the assessment tool developed and used by Darsi Carico, previously a counselor in DVR Region IV.

This assessment consists of individual evaluations of the 411 clients currently funded under the category of Extended Sheltered Employment by DVR. Forty-eight of the ESE clients are in Region I, 53 in Region II, 37 in Region III, 97 in Region IV, 79 in Region V, and 97 in Region VI. A format delineating eighteen factors which appeared to be the most common indicators of competitive employment potential was used (form attached). In considering the employability of these clients, it was decided not to bias these evaluations by only considering services presently available to this population, but to take the approach, "If any services required were available, could this person be competitively employed?"

Staff who worked most closely with the ESE clients and who had the most information concerning their skills and deficits were interviewed. The questions were phrased, "Is this 'factor' a barrier to competitive employment for this individual?" If the answer was "yes," the staff person was asked to explain exactly why and give any recommendations he/she might have for eliminating or minimizing the barrier. The interview ended with the question, "Could you under any circumstances perceive this person competitively employed and if so, what services would he/she need to be successful?"

Clients were not interviewed directly because, first, direct observation of the client would have been cursory, at best, given time constraints; second, the type of work the person might be engaged in in the sheltered setting might not be the work area which most accurately demonstrated their assets; and third, many of the individuals may have agreed with any question posed just to "be agreeable" - even when the questions were contradictory.

On the assessment form, a star (*) was used to indicate that a factor would be considered unacceptable in competitive employment. Barriers are abbreviated on the summary sheet, but are explained in more detail on the assessment form.

Of the 411 individuals evaluated, it was found that 116 had the potential for placement if one or more special services were provided. It shouldn't be assumed that these individuals can be placed immediately with no additional services. Most individuals require at least one service that is not generally being provided to ESE clients on a regular basis. However, the additional up-front cost of providing these extra services should be offset by the reduction of long-term costs. Occasionally there were clients who had only one or two barriers, but who were not recommended due to the nature of the barrier(s). For example, there were individuals who had very good evaluations, but whose parents totally opposed placement outside the workshop. It appeared that the client would have to be removed from the home environment before any efforts or funding on their behalf would be beneficial.

There were 135 persons in the middle category, that of significant barriers to employment. These individuals will require extensive special programming to become competitively employable. One low-cost effort to work on the particular deficits of these clients would be the encouragement of sheltered workshops to actively program for ESE employees. Generally, the ESE client, because he/she is considered employed, received little ongoing individualized training to decrease barriers, especially when compared to clients in other funding categories such as work adjustment.

The last category contains 110 individuals whose level of disability precludes placement at this time. Some of these individuals were not employable in the community because of their age, while others had serious degenerative medical conditions. Some possessed the skills but exhibited a total lack of motivation toward being productive.

In conducting the survey, some interesting findings surfaced. In several instances in eastern Washington, the scarcity of jobs and complete lack of public transportation in rural areas made employment extremely difficult outside the facility. Another major issue was the number of times dependency and supervision problems surfaced, possibly because many of the clients had histories of institutionalization. A number of ESE employees had serious behavioral problems, yet few had regular access to mental health counseling specific to their needs, and facility staff were not sufficiently trained in these areas to effect change.

As a funding issue, 249 of the 411 persons included in the assessment could be DDD eligible, while only 107 had active DDD case managers. In all, 261 of the 411 had a primary diagnosis of mental retardation.

Another interesting factor that would bear closer examination was in the area of fear/interest of competitive employment. There appeared to be a much greater number of clients interested in competitive employment in the facilities that had an active and visible community placement program.

An effort was made to determine the types of supports available to the ESE clients that would assist in placement outside the facility. It was found that only 164 of the 411 clients had some type of family support, though often it was an aunt or sister rather than a natural parent. Few other supports consistently were available, and friends as a source of support were not often apparent.

This is only an overview of the data gathered through the assessment. Other information is available by examining the individual data sheets.

ASSESSMENT FORM

NAME: _____ YEARS IN ESE: _____

FACILITY: _____ PRIMARY DIAGNOSIS: _____

BIRTHDATE: _____ SECONDARY DIAGNOSIS: _____

FACTOR	* BARRIER	SPECIAL SERVICES REQUIRED (Explanation)
1. PRODUCTIVITY		Productivity relative to competitive level for area in which client is working
2. LENGTH OF TRAINING TIME		Amount of time and intensity required to train to independence on a task
3. DEPENDABILITY		Includes attendance, punctuality, etc.
4. NEED FOR SUPERVISION		Level of supervision required to stay on task and maintain good quality
5. MALADAPTIVE BEHAVIORS		Any behaviors not acceptable by general community in work place
6. ADAPTIBILITY		Ability to change jobs or supervisors easily when necessary
7. PHYSICAL STAMINA		Physical ability to work a full day
8. MEDICAL ISSUES		Any medical or medication which might affect job performance
9. INDEPENDENT TRANSPORTATION		Any special problems related to independent transportation
10. GROOMING		Relative to the particular job the client is performing
11. HOME SUPPORT		Living situation and support relating to competitive placement
12. DEPENDENCY		Level of over-dependency on family, staff, and friends
13. INTEREST/FEAR		Level of interest or fear of becoming competitively employed
14. EMOTIONAL PROBLEMS		Any mental health issues which may affect job performance
15. COMMUNITY EXPERIENCE		Has client been sheltered, or given the opportunity of exposure in the commun
16. DD ELIGIBLE		Is the client DD eligible presently, if not does referral appear indicated
17. FINE MOTOR		Ability to perform jobs involving fine motor skills
18. GROSS MOTOR		Ability to perform jobs involving gross motor skills

"NO" --indicates this factor is not a barrier to this client's competitve employment

263

REGIONAL ESE STATISTICS

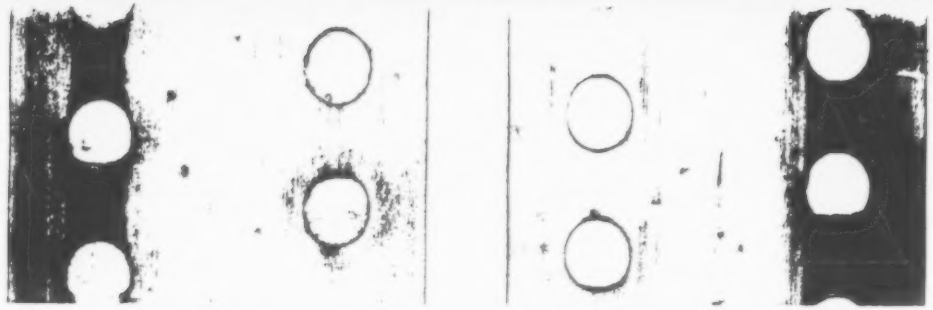
	Region I	Region II	Region III	Region IV	Region V	Region VI	Total	Average
Total Number of ESE Employees in Facilities	48	53	37	97	79	97	411	
Total Number of Ese Employees in Facilities:								
On-site	24	45	30	76	61	69	305	
Off-site	24	8	7	21	18	28	106	
Average Wage Per Hour of ESE Employees	$ 2.09	$ 1.80	$ 2.25	$ 2.01	$ 1.66	$ 1.79		$ 1.93
Average Wage Per Week of ESE Employees	$69.13	$65.10	$72.50	$52.82	$51.51	$53.44		$60.75
Number of ESE Employees w/DDD Case Managers	8	9	24	8	25	33	107	
Number of ESE Employees Who Appear to be DD Eligible	25	34	28	57	46	59	249	
Number of ESE Employees Receiving Mental Health Services	4	3	4	20	26	21	78	
Number of ESE Employees with Emotional Problems/Antisocial Behaviors	15	14	1	43	33	50	156	

ESE EMPLOYEE PROFILE

	Region I	Region II	Region III	Region IV	Region V	Region VI	Total
Summary of Disabilities Served:							
Mental Retardation	37	38	29	55	36	66	261
Mental Illness	6	5	0	13	28	23	75
Substance Abuse	0	0	0	1	0	0	1
Epilepsy	0	0	0	2	5	0	7
Head Injury	1	4	2	7	2	1	17
Cerebral Palsy	2	3	1	2	2	3	13
Other	2	3	5	17	6	4	37
Average Age of ESE Employees Served	33.8	38.0	36.1	35.4	36.5	35.5	
The Employability of ESE Employees:							
Yes	13	4	20	38	21	20	116
Maybe	25	24	8	41	36	51	185
No	10	25	9	18	22	26	110
Support Available to ESE Employees:							
Family	15	18	0	51	43	37	
Facility Staff	2	3	0	0	0	0	
DDD Case Manager	8	9	0	0	17	21	
Mental Health	4	2	3	7	25	22	
Friends	5	2	0	0	0	0	
Residential Program	6	5	9	26	19	32	
Church	0	1	0	2	5	5	
Other	6	5	0	0	14	12	

SUMMARY OF ESE EMPLOYEES' BARRIERS TO EMPLOYMENT

	Region I	Region II	Region III	Region IV	Region V	Region VI
Productivity	52%	52%	30%	31%	56%	65%
Length of Training Time	42%	39%	10%	32%	57%	66%
Dependability	6%	24%	--	24%	19%	20%
Need for Supervision	52%	60%	20%	40%	62%	57%
Maladaptive Behaviors	24%	28%	40%	50%	41%	56%
Adaptibility	20%	26%	10%	24%	22%	45%
Physical Stamina	27%	41%	15%	13%	23%	26%
Medical Issues	25%	33%	15%	31%	38%	29%
Independent Transportation	29%	22%	25%	14%	16%	11%
Grooming	18%	32%	15%	26%	19%	25%
Home Support	27%	33%	35%	30%	23%	18%
Dependency	25%	66%	15%	31%	44%	53%
Interest/Fear	97%	93%	--	34%	52%	53%
Emotional Problems	31%	26%	1%	44%	42%	57%
Community Experience	14%	20%	--	26%	9%	14%
DD Eligible	52%	73%	--	61%	32%	36%
Fine Motor	27%	28%	1%	17%	27%	22%
Gross Motor	18%	7%	--	14%	10%	4%

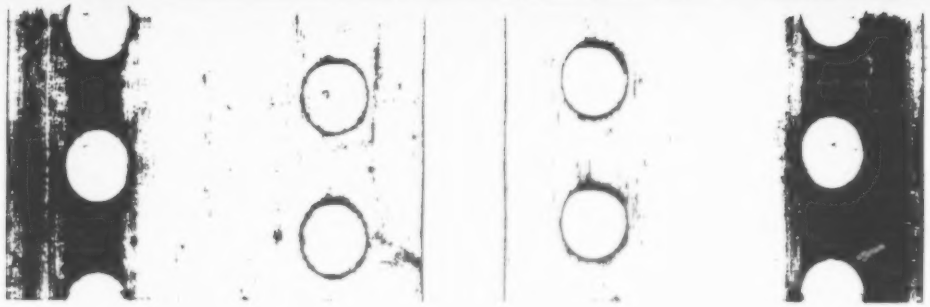


Facility Name STATEWIDE - 77 of 127 facilities responded (60%)

DVR FACILITY ASSESSMENT

INSTRUCTIONS: Please take a few minutes to fill out the attached form. We are interested in a total unduplicated count in each area. Do not indicate a person to be in more than one area. Use where they have been in the most recent past. Include ESE and sheltered employees in one of the identified areas. Call your DVR facility specialist (Regions I & II: Joan Brittain, phone 456-4173 in Spokane; Regions III & IV: Lee Ruddy phone 464-6110 in Seattle; Regions V & VI: Patricia Stoneman, phone 593-2358 in Tacoma) if you have any questions.

	Is the Program Provided? yes	Is the Program Provided? no	How Many Individuals Were Using It On March 1, 1985? DDD	DVR	DSB	How Many Individuals (approximately) Have You Served in the Past Year? March 1, 1984 - March 1, 1985 Minimum Wage: above	below	Primary Disability Served (MR, MI, Phys. Dis., Sensor Dis., Alch., etc.)	Interest in Developing? yes	Interest in Developing? no
COMPETITIVE JOB PLACEMENT - Work at minimum wage (or above) in industry with non-handicapped workers and no subsidization. A program or service organized to assist individuals to identify, obtain, and/or maintain competitive employment commensurate with their vocational, social, psychological, medical needs and their abilities.	46 (60%)	31 (40%)	80 (29%)	191 (69%)	7 (2%)	490	19	MR - 26 MI - 12 Phys. - 9 Sensory - 6 Alch. - 3 Other - 1	24 (31%)	53 (69%)
JOB COACHING - Competitive job placement in a position that has been tailored for that individual or in a position where the individual is specifically trained by a Job Coach to do tasks that are pre-identified by the employer. If the disabled worker cannot perform the job, his or her Job Coach will fill in and do the necessary work. The employer is guaranteed the job will be done. Employer pays the wages of the individual.	12 (16%)	65 (84%)	45 (63%)	27 (37%)		95		MR - 6 MI - 1	15 (19%)	62 (81%)
ON-THE-JOB EXPERIENCE - Training and/or vocational assessment in an actual work setting in industry. Instruction and/or supervision is provided by employer or designated facility staff person if DOL Pilot.	29 (38%)	48 (62%)	108 (39%)	168 (60%)	2 (1%)	126	295	MR - 15 MI - 5 Phys. - 2	22 (29%)	55 (71%)
ON-THE-JOB TRAINING - Selective placement of a client in an actual work setting where part or all of the initial salary is a negotiated training fee paid to the employer. The employer is responsible for payment of wages to the employee and must observe appropriate state and federal wage and hour laws. All training is provided by the employer.	26 (34%)	51 (66%)	13 (33%)	26 (67%)		89	2	MR - 14 MI - 5 Phys. - 3 Sensory - 1 Alch. - 1	19 (25%)	58 (75%)



MAINSTREAMED WORKSHOP - The rehabilitation facility program or parts of it occur at a competitive work site. Involvement may be short-term in that an individual or a group of individuals back up a particular company's ongoing labor force or continuous in that they are at the work site regularly. In both cases, wages are paid by the rehabilitation facility.

ENCLAVE - A group of individuals working as an entity within a company or industry. Training and/or wages are initially paid by the rehabilitation facility. These roles are gradually assumed by the employer.

MOBILE CREW - A group of individuals who retain their tie to the core rehabilitation organization, but who are on call in the community to provide pre-arranged services, i.e., janitorial and landscape. Individuals are not regular employees of any business; wages are paid by the facility.

TRADITIONAL SHELTERED WORKSHOP - A distinct organizational entity with physical structure either separate or within a larger institution or agency which provides individualized goal-oriented comprehensive and coordinated service designed to minimize the handicapping effects of physical, mental, social and vocational disadvantages and to effect realization of the individual's goal. All work is done inside the facility. Wages are paid by facility.

OTHER

Is the Program Provided? yes	Is the Program Provided? no	How Many Individuals Were Using It On March 1, 1985? DDD	DVR	DSB	How Many Individuals (approximately) Have You Served in the Past Year? March 1, 1984 - March 1, 1985 Minimum Wage: above	below	Primary Disability Served (MR, MI, Phys. Dis., Sensor Dis., Alch., etc.)	Interest in Developing? yes	no
14 (18%)	63 (82%)	78 (53%)	70 (47%)		52	95	MR - 9 MI - 5 Phys. - 3	21 (27%)	56 (73%)
6 (8%)	71 (92%)	17 (26%)	48 (74%)		23	82	MR - 5 MI - 2	24 (31%)	53 (69%)
26 (34%)	51 (66%)	102 (47%)	113 (52%)	1 (1%)	154	371	MR - 21 MI - 2	16 (21%)	61 (79%)
50 (65%)	27 (35%)	1333 (64%)	614 (30%)	122 (6%)	845	2242	MR - 42 MI - 10 Phys. - 10 Sensory - 2 Alch. - 2	10 (13%)	67 (87%)
6 (8%)	71 (92%)	1 (8%)	12 (92%)		1	26			

Attachment C

SUPPORTED EMPLOYMENT CONCEPT PAPER

Supported employment is a new approach to providing vocational services for severely handicapped persons which is beginning to receive considerable national attention. It differs from the typical current vocational programs which provide a sequence of evaluation, training, placement, and follow-up by combining placement of severely handicapped persons in competitive jobs, with training on the job and long-term support services. The concept, developed as an alternative to day activity programs for moderate to severely retarded persons, was pioneered by G. Thomas Bellamy in Oregon and Washington and by Paul Wehman in Virginia. In Pennsylvania this concept will be expanded to include the chronically mentally ill and the severely physically disabled.

In our state, a large sophisticated system of vocational rehabilitation services has enabled many handicapped persons to obtain and remain in competitive employment. Yet no supported employment programs currently exist in Pennsylvania.

Current vocational technology is effective in enabling traditional client populations to become part of the work force; however, technology to address the needs of the most severely handicapped has not yet been fully developed. While severely handicapped persons have been considered too disabled to benefit from vocational rehabilitation services in the past, it is now known that many can benefit from new and creative approaches to work experience. Supported employment is one of these promising approaches.

Since 1983, the Office of Vocational Rehabilitation (OVR) in Pennsylvania has supported collaborative rehabilitation programs on a cost-sharing basis with both the Office of Mental Health (OMH) and the Office of Mental Retardation (OMR) in the Department of Public Welfare. Approximately 40 industry-integrated vocational projects have been jointly funded. However, most of these projects have not addressed very severely handicapped persons.

As a way of exploring new approaches to providing vocational services to severely handicapped persons, the Pennsylvania OVR established a supported employment task force in early 1985. A list of the task force members appears on Attachment A. The purpose of the task force was to determine how Pennsylvania should address and modify this innovative service/employment approach to severely handicapped persons and to develop a plan to implement statewide employment demonstration projects in Pennsylvania. By testing and evaluating these demonstration projects, the Commonwealth will have the opportunity, through practical experience, to formulate a set of guidelines for statewide implementation of supported employment for the severely handicapped.

The task force determined that the following critical criteria would be used to define supported employment in Pennsylvania:

1. **Real Work in a Real Work Place**

   The individual must be placed in competitive employment, performing tasks non-handicapped employes perform, with

the same expectation to be productive that applies to non-handicapped workers. It must not be "make work" or charity.

2. **Training On the Job Site**

Instead of the traditional process of training followed by placement, the individual must receive placement and training together. The traditional concept of job readiness does not apply.

3. **Substantial Pay**

The individual must receive wages commensurate with those paid to non-handicapped workers for the same or similar work. Wages paid must be sufficient to provide the handicapped individual with dignity and self-respect as an employe and as a valued member of the community.

4. **Long-Term Support Services**

The individual must receive assistance for whatever period of time is needed to continue in employment. The type and intensity of support required may vary greatly over time; however, support must be available whenever it is needed.

5. **Industry/Business Integrated**

The individual must be placed in employment which is physically and socially integrated; i.e., with access to co-workers, supervisors, and, when appropriate, customers so that these persons can serve as worker models, peer models, and friends. Early involvement of employers in the design of services and their commitment to make it work are also very important.

6. **Coordination of Local Service System Resources**

The individual must receive services which are coordinated and tailored to his/her specific needs and handicaps. The services needed may include job and social skills training, money management, transportation, resolution of family/parent concerns, help with any other issues affecting employment. Further, the coordinated application of local resources is essential to changing employer and community perceptions of individuals with severe handicaps so they are viewed not as burdens but as assets.

7. **Consumer and Advocate Involvement**

Individuals who are potential employes and in need of services, together with their families, friends, and/or advocates must be given a significant role in the development of local models.

Supported employment programs outside Pennsylvania have addressed almost exclusively mentally retarded persons. In contrast, the Pennsylvania demonstration initiative proposes to address all severely handicapped persons who need ongoing support services to secure and maintain employment. Included are persons who are developmentally disabled, mentally retarded, physically handicapped, chronically mentally ill, deaf, visually impaired, and/or traumatically injured. The service population would be determined by the need for ongoing support to obtain and maintain employment combined with a severe handicap. Eligibility would not be limited by the type of disability.

The Local Demonstration Process

The Pennsylvania Supported Employment Task Force selected six potential sites for planning and demonstration projects based on demographic and employment data, economic projections, and the effectiveness of existing local service systems. The process for obtaining proposals from these six potential local sites is as follows:

1. OVR District Administrators will be asked to convene a meeting of local representative groups to discuss the supported employment concept and to determine interest in the submission of a pre-proposal application (PPA) for consideration by the task force.

   While representative groups will vary in accordance with the local areas in general, the meetings are expected to include representatives of county and local government officials/staff, OVR staff, JTPA/PICs, county MH/MR program staff, human service providers, vocational education and special education/IUs, technical/trade/business schools, OES, unions, consumers, parents, and/or advocacy groups. Potential employers should also be included in the deliberations at the appropriate time.

2. A decision will be made as to whether or not the local group will submit a PPA. Criteria for submission of a PPA are indicated in the attached announcement. The PPA should consist of a one to two page narrative to demonstrate the interest and commitment of the local representatives to a supported employment project and to describe in general terms how a supported employment proposal development and implementation process would occur. PPAs are due by October 1985.

3. If the PPA is approved, limited funding will be available for development of a planning proposal for a supported employment demonstration project. The proposals are due in March 1986. Program and technical assistance will be provided by task force agencies as requested.

4. Planning proposals will be reviewed and approved by the task force. A combination of state and local funds will be used to finance the approved projects. This will include re-directed state funds and local funds and/or the provision of an equivalent value of services.

5. Demonstration projects are anticipated to begin by April 1986. Projects will run through 1987 with regular monitoring and evaluation by the task force. Every effort will be made to ensure the success of these projects.

6. A statewide project coordinator will have responsibility for assisting local committees throughout the project from planning through implementation. The coordinator will link the local projects to the task force with regular reports and evaluations.

In addition to Developmental Disabilities Planning Council funds for proposal development and state agency funds for implementation of the project, it is hoped that federal funds through the Office of Special Education and Rehabilitative Services (OSERS) may be available for planning, support, and training activities of the task force and local projects.

Members of the task force enthusiastically support the testing of the supported employment concept in Pennsylvania to supplement existing approaches for assisting the severely handicapped to fully participate in the real world of work. Questions about the supported employment project should be addressed to:

Mr. Ken Fleming
Office of Vocational Rehabilitation
Department of Labor & Industry
1320 Labor & Industry Building
Seventh & Forster Streets
Harrisburg, PA 17120
Telephone (717) 787-6005

Illinois DORS

Attachment D

AMENDMENT TO

INTER-AGENCY AGREEMENT, 7/1/85 TO 6/30/86,

BETWEEN

DEPARTMENT OF REHABILITATION SERVICES

AND

DEPARTMENT OF MENTAL HEALTH AND DEVELOPMENTAL DISABILITIES

Effective immediately upon execution of this Amendment by representatives of the Department of Rehabilitation Services ("DORS") and Department of Mental Health and Developmental Disabilities ("DMHDD"), the section entitled "Fiscal Commitments and Vouchering Procedures" shall be amended to read as follows:

> "DMHDD will maintain all necessary documentation in support of the amounts claimed and will provide this documentation to DORS upon request; said documentation shall include the names and either social security or client identification numbers of each and every client served by DMHDD under this Agreement."

Susan S Suter — 12-20-85

Susan S. Suter, Director
Department of Rehabilitation Services — Date

Michael A Belletire — 1/3/86

Michael A. Belletire, Director
Department of Mental Health and
Developmental Disabilities — Date

Inter-Agency Agreement

I. Purpose

The purpose of this agreement is to establish guidelines for a joint program of supported employment services to be provided by the Illinois Departments of Rehabilitation Services (DORS) and Mental Health and Developmental Disabilities (DMHDD), and to specify the responsibilities of each agency in the provision of these services.

II. Background

In the past, both Departments have used community-based rehabilitation facilities extensively to serve their clients. DORS, with its emphasis on training and preparation for employment and, increasingly, on competitive placement for clients of the vocational rehabilitation program, has mainly utilized the vocational training program components offered by facilities, while DMHDD has provided developmental training and sheltered employment opportunities for its clients. Involvement by DORS in supported work arrangements for any given client has tended to be short-term in nature, with job coaching and other needed ancillary services gradually withdrawn until the individual can function independently in the workplace.

There are many persons now being served in rehabilitation facilities (generally developmentally disabled individuals) for whom eventual competitive placement is not a realistic objective. These clients are usually placed in sheltered employment within rehabilitation facilities, and often they do not move beyond this level. Many, however, could attain a more integrated level of vocational functioning and normalization within the community if appropriate support services were provided.

DORS and DMHDD have recognized the need to provide more appropriate programming for these persons and to alter their traditional roles in service provision somewhat. Contracting with rehabilitation facilities for supported employment programming will create a new element in the continuum of services they provide. DORS takes the position that vocational rehabilitation services can legitimately be provided because of the benefits to be gained by the clients in terms of employability. DMHDD has the expertise in serving these more severely developmentally disabled persons and in providing the long-term follow-up required. Supported employment is an extension of the sheltered employment concept out into the community, providing potential for greater vocational independence and integration. This shared goal creates common ground for the two departments and makes shared administration of this project desirable.

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III. [illegible]

The program will serve persons who are clients of DMRDD and who, given the necessary assistance, could also be clients of the VR program administered by DORS. In general these will be severely developmentally disabled individuals who have gone unserved by vocational rehabilitation in the past due to the severity of their disabilities and the complexity of their employment-related needs.

The exact numbers of clients to be served can only be determined when all proposals have been received and facilities have been chosen to participate in the program.

IV. Service Definition

"Supported Employment", as defined in Section 102 (11) (F) of the 1984 Developmental Disability Amendments, means paid employment which:

A. is for persons with disabilities for which competitive or non competitive employment below, at or above minimum wage is unlikely, and who because of their disabilities, need intensive ongoing support to perform in a work setting;

B. is conducted in a variety of settings, particularly worksites in which persons without disabilities are employed; and

C. is supported by any activity needed to sustain paid work by persons with disabilities, including supervision, training and transportation.

Supported employment includes an array of job placement, work setting training and advocacy, on-going assessment and follow-up services. These services have been successfully used with disabled populations in obtaining competitive and non-competitive job placements.

The central concept of supported employment embodies: (1) job specific training and adjustment and; (2) community support services to maintain employment and personal social adjustment.

In order to have a comprehensive supported employment program the following elements may be included:

A. Identification of employers and work settings offering employment opportunities to persons with disabilities. This should include an analysis of identified job opportunities.

B. Evaluation of the vocational potential of selected clients with regard to the identified job opportunities.

C. Consideration of any job modifications that may be needed for a specific situation.

skills. Training for job specific skills should be offered in the physical plant of the employer. Supervision and job coaching should be provided in the on-the-job training situation.

E. Independent living skills training should be provided and, as needed, supported living situations should be available.

F. Disability awareness training must be provided to supervisors and co-workers.

There are various supported employment options. One option includes using work crews consisting of small groups of persons with disabilities. Work crews perform jobs according to specified contracts that are bid upon (e.g., yard work or janitorial services at an office building).

Work crews usually move from one job to another job throughout a work day. This option assumes that the individual worker will require continuing support throughout the tenure of employment. Supported employment options generally occur in integrated settings and offer competitive wages for full or part-time work.

The program seeks to integrate the person with disabilities by supporting opportunities to participate in the community, such as purchasing food and drinks from surrounding restaurants and stores during lunch and breaks. Most workers travel to and from work on public buses and their work day resembles that of any other worker in the facility.

Another option is to have persons with disabilities located within a single business or industry performing such activities as light industrial or electronic tasks.

Supported employment is based on the fact that employment is just as important for the person with disabilities as it is to anyone else. These employees should be treated as all other employees, including being evaluated on their performance. Integration is essential because contacts and friendship with people who do not have disabilities is important to adjusting to the work world.

V. Program Period

This project will be carried out for an initial term of one year, beginning July 1, 1985, and ending June 30, 1986. Eventual continuation and each agency's respective role are discussed below.

VI. Responsibilities

DORS and DMHDD agree that responsibility for the program activities to be carried out under this agreement will be divided as follows:

1. DMHDD announced the availability of Supported Employment funds with a description of supported employment and solicited proposals.

2. The selection of rehabilitation facilities from which services will be purchased will be conducted jointly by administrative staff and local staff of both departments. Each individual facility's work plan will be developed with input from staff of both agencies, who will provide specific objectives.

3. DMHDD and the facilities will identify clients for participation in the program. When these individuals are not also active clients of DORS, immediate referrals to the appropriate DORS offices will be made. DORS will conduct all necessary evaluations of eligibility for the vocational rehabilitation program and establish VR cases for these individuals as appropriate. Due to the severity of the disabilities of this population, much of the programming will be done under extended evaluation until such time as full eligibility can be determined. It is expected that the persons served under this program will be found to be VR-eligible and will follow traditional VR case service requirements. They will be clients of both DORS' VR program and DMHDD, and staffings and service decisions will be cooperative efforts of facility staff, DORS, DMHDD, and the individual clients.

4. Individual client service information and statistics will be maintained by DMHDD and provided to DORS at least quarterly.

5. Evaluation of program activities in the various facilities will be conducted by DMHDD through its standard oversight monitoring procedures. DORS through its Program Evaluation Unit, will analyze project performance quarterly and conduct a summative evaluation at the conclusion of the one-year project term. Items to be reviewed will include actual vs. anticipated performance, impactors related to the project's operations, and client demographic characteristics, especially as a baseline for future reference. DMHDD may seek technical assistance from outside evaluators with the prior approval of DORS.

Fiscal Commitments and Vouchering Procedures

Funds to pay the participating facilities for client services will be disbursed by DORS via an inter-fund transfer to DMHDD upon monthly notification by DMHDD of expenditures incurred. DMHDD will maintain all necessary documentation in support of the amounts claimed and will provide this documentation to DORS upon request.

Administrative support and program monitoring costs will be borne by DMHDD as an in-kind contribution to the project. A projected budget for the one-year project term is attached as Appendix A. The contracts developed with individual rehabilitation facilities in support of this project will be attached to the budget and made a part of it as they are completed. All project expenditures will be made in support of direct services to clients unless otherwise approved by DORS.

Continuation

Implementation of this model project will enable DORS and DMHDD to assess their respective roles in supported employment and determine the appropriate approach for the future. The training provided in the framework of supported employment is a legitimate vocational rehabilitation service for the majority of the individuals who will be served. The expertise of both agencies is needed at this exploratory stage to arrive at the most successful approach for future funding. Joint implementation of this project will put both agencies in a position to respond to decisions at the federal level regarding funding for such programming in the future.

Reporting

Both participating agencies will provide to the Commissioner of the RSA such reports as he may require. Within 90 days from the starting date of the project, quantified objectives will be submitted for each individual facility, including client numbers and service levels. An interim report will be prepared by DORS and DMHDD no later than January 31, 1986. A final report on the project's outcomes will be available within 90 days after the conclusion of the project period; a synopsis thereof will be furnished to the Commissioner and to such other officials as he may require.

Assurances

The agencies assure that all expenditures incurred under the terms of this agreement will be recorded and reported in the same manner as other case services in the vocational rehabilitation program. Funding for these services will be provided in accordance with applicable requirements of the Rehabilitation Act of 1973, as amended.

The agencies further assure that both will operate in accordance with the spending regulations of the State of Illinois. The inter-fund transfer described herein is a part of both agencies' state legislative appropriation bills for FY 1986, and action on those bills will provide the necessary approvals at the state level. Shared funding of this project is contingent upon the prior approval of the RSA Commissioner, which has been requested. Funding provided by DORS will be for case services attributable to individual VR clients and supported by data and documentation.

Non-Discrimination

Both Parties agree to comply with Title VI of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, as amended, the Illinois Human Rights Act, the Constitution of the United States, the 1970 Constitution of the State of Illinois and any laws, regulations or orders, state or federal, which prohibit discrimination on the grounds of race, color, sex, religion, national origin, ancestry, age, marital status, unfavorable discharge from military service, or physical or mental handicap.

Confidentiality

The Parties agree that any release, exchange, or dissemination of confidential information shall be in accordance with each party's governing law and rules pertaining to confidentiality.

Modification

This Agreement may be modified only upon written mutual assent of the Parties. Any and all substantial modifications will be submitted to the Commissioner of the Rehabilitation Services Administration for approval.

Michael A. Belletire

Michael A. Belletire, Director

Susan S. Suter

Susan S. Suter, Director

7/1/85

Date

Date

PART III – BUDGET INFORMATION

SECTION A – BUDGET SUMMARY

GRANT PROGRAM, FUNCTION OR ACTIVITY (a)	FEDERAL CATALOG NO. (b)	ESTIMATED UNOBLIGATED FUNDS		NEW OR REVISED BUDGET		
		FEDERAL (c)	NON-FEDERAL (d)	FEDERAL (e)	NON-FEDERAL (f)	TOTAL (g)
1.		$	$	$	$	$
2.						
3.						
4.						
5. TOTALS		$	$	$	$	$

SECTION B – BUDGET CATEGORIES

6. OBJECT CLASS CATEGORIES	GRANT PROGRAM, FUNCTION OR ACTIVITY				TOTAL
	110 Funds (1)	State In-Kind (2) Contribution	(3)	(4)	(5)
a. PERSONNEL	$	$	$	$	$
b. FRINGE BENEFITS					
c. TRAVEL					
d. EQUIPMENT					
SUPPLIES					
f. CONTRACTUAL	$2,000,000				2,000,000
g. CONSTRUCTION					
h. OTHER (Admin./Monitoring)		$95,000			95,000
i. TOTAL DIRECT CHARGES					
j. INDIRECT CHARGES					
k. TOTALS	$ 2,000,000	$ 95,000	$	$	$2,095,000
7. PROGRAM INCOME	$	$	$	$	$

Attach. E Minnesota DRS
Chi Chis
project

MEMORANDUM OF AGREEMENT
COMMUNITY WORK TRAINING PROGRAM FOR DEVELOPMENTALLY DISABLED ADULTS

STATEMENT OF PHILOSOPHY AND PURPOSE

Whereas, cooperative activity among the undersigned is consistent with the applicable federal legislation respecting the provision of services to adults with handicaps, including the Rehabilitation Act of 1973 (P.L. 913-112), the Developmental Disabilities Assistance and Bill of Rights Act (P.L. 98-527), as well as with the recent federal policy on initiative concerning the development of supported employment models for youths and adults with severe handicaps stated by the United States Department of Education; and

Whereas, the undersigned agencies are in agreement that adults with developmental disabilities should have access to and should be able to participate in the full range of vocational training and employment opportunities presently available to persons not so disabled; and

Whereas, the undersigned agencies believe that coordinated efforts among and between them can increase opportunities for adults with developmental disabilities to work and interact with non-handicapped persons in their communities; and

Whereas, no single agency or organization is capable of providing all of the necessary support programs and services to enable adults with developmental disabilities to have access to appropriate vocational training and employment opportunities; and

Whereas, the undersigned agencies desire to work cooperatively with each other, within the limits of their respective authorities, to develop and implement a pilot model approach to the provision of training and employment service to a group of sixteen adults with severe developmental disabilities (hereinafter community work training program).

Now, therefore, in consideration of their mutual promises, the parties agree as follows:

I. TARGET POPULATION

The target population for the community work training program is comprised of sixteen adults with developmental disabilities, as defined in the Developmental Disabilities Act, P.L. 98-527. These individuals are presently clients of Midwest Training Services Inc. and Cerebral Palsy Center, Inc. Eight clients from each of these agencies will participate in the training program.

II. THE PILOT MODEL

This pilot model is an effort to examine alternative approaches to providing and funding training and employment services to adults with severe handicaps. Figure 1, attached hereto and incorporated by reference, presents a conceptual chart to illustrate the major components of the community work training program. The chart illustrates the relative scope and sequence of management, planning and client training activities.

III. RESPONSIBILITIES

The following delineates each agency's areas of responsibility in carrying out the objectives of this agreement.

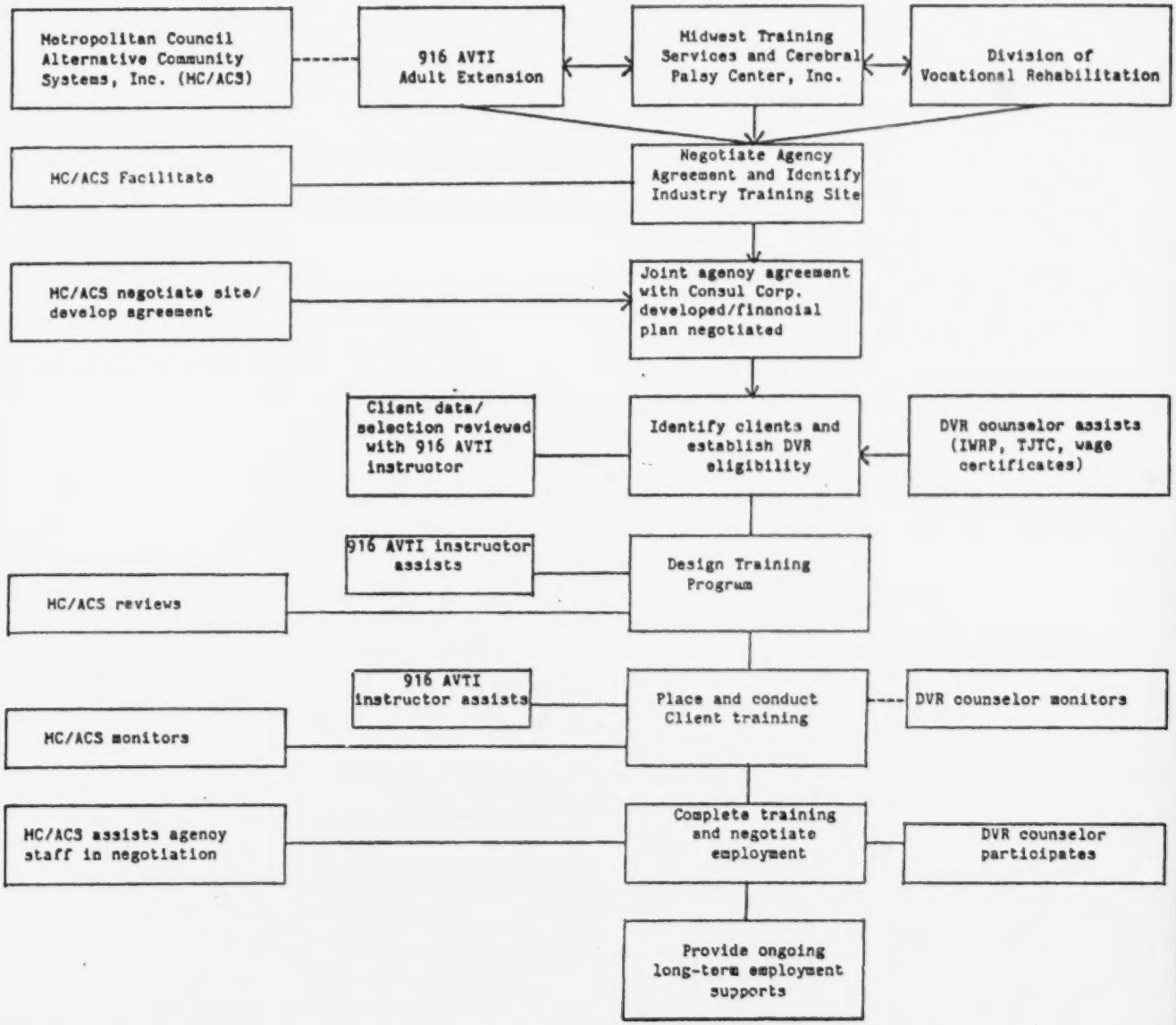
A. METROPOLITAN COUNCIL THROUGH ITS DEVELOPMENTAL DISABILITIES PROGRAM

1. Assist in the identification and determination of client referrals with Midwest Training Service Inc. of St. Paul and Cerebral Palsy Center, Inc. of Minneapolis.
2. Provide assistance in initiating referrals to DVR counselors.
3. Participate directly in the development and monitoring of the memorandum of agreement through meetings, site visitations and other communications.
4. Assume primary responsibility for the initial negotiations with Consul Corporation.
5. To assume major responsibility for the ongoing monitoring and evaluation of the memorandum of agreement up to September 30, 1985.
6. Clarify Department of Labor regulations, wage and hour, and other regulatory concerns relative to program development and client involvement.
7. Continue ongoing communication with designated staff of Midwest Training Services Inc., and Cerebral Palsy Center, Inc. to assist in solving client training problems and review training programs and curriculum.
8. Work with Consul Corporation to obtain and provide to agency staff the corporation's curriculum/training materials and to assist in their interpretation and application.
9. Assist in the application and processing of required vocational licenses as technical tutors for the Chi Chi's trainers.
10. Prepare and submit the final draft of the memorandum of agreement to all cooperating agencies.

B. 916 AREA VOCATIONAL TECHNICAL INSTITUTE

1. Provide one vocational instructor for a period of 320 hours to coordinate and conduct training of Chi Chi's staff trainers and agency staff trainers.
2. Maintain ongoing communication with the AVTI, MC/ACS and project agencies.
3. Develop client training pans with Midwest Training Services, Inc. and Cerebral Palsy Center, Inc.
4. Participate in the development and monitoring of the memorandum of agreement through periodic meetings.
5. Develop appropriate curriculum/training materials and client evaluation methods in conjunction with the project agencies, industry and MC/ACs.
6. Participate in meetings and consultation regarding client selection for placement and training at Chi Chi's.
7. Assist project agency staff in the assessment of client performance and interest.
8. Participate as requested in the development of individual client plans (IWRP, IPP, etc.).
9. Assist in the identification of specialized resources (tools, equipment, environmental modification) needed by client to effectively engage in training and work activities.

FIGURE 1
COMMUNITY WORK TRAINING PROGRAM
FLOW CHART


Metropolitan Council Alternative Community Systems, Inc. (MC/ACS)
916 AVTI Adult Extension
Midwest Training Services and Cerebral Palsy Center, Inc.
Division of Vocational Rehabilitation
MC/ACS Facilitate
Negotiate Agency Agreement and Identify Industry Training Site
MC/ACS negotiate site/ develop agreement
Joint agency agreement with Consul Corp. developed/financial plan negotiated
Client data/ selection reviewed with 916 AVTI instructor
Identify clients and establish DVR eligibility
DVR counselor assists (IWRP, TJTC, wage certificates)
916 AVTI instructor assists
Design Training Program
MC/ACS reviews
916 AVTI instructor assists
Place and conduct Client training
DVR counselor monitors
MC/ACS monitors
MC/ACS assists agency staff in negotiation
Complete training and negotiate employment
DVR counselor participates
Provide ongoing long-term employment supports

10. Assist project agency staff in determining when a client may need additional training that extends beyond the 359 hour training period.
11. Participate in the development of the memorandum of agreement.
12. Assist in summative program evaluation activities by communication of information to MC/ACS on client progress.

C. DIVISION OF VOCATIONAL REHABILITATION

1. Participate directly in decision-making regarding client selection and referral.
2. Arrange and provide for those assessments (medical and psychological) necessary for establishing DVR eligibility and determine eligibility on an individual client basis.
3. Initiate planning and coordinate the development of the Individual Written Rehabilitation Plan (IWRP).
4. Assess individual client needs and provide financial assistance for special tools, equipment or environmental modification to enable client to obtain and maintain employment.
5. Provide financial support for client tuition as a portion of the cost of the training program.
6. Maintain ongoing communication with the staff or project agencies for the purposes of monitoring client progress during training and employment.
7. Provide for each client a subminimum wage certificate and Targeted Jobs Tax Credit form as required.
8. Assist in program evaluation activities by providing information to MC/ACS regarding client and program status.
9. Participate in the development and monitoring of the memorandum of agreement.

D. CEREBRAL PALSY CENTER, INC. AND MIDWEST TRAINING SERVICES, INC.

1. Assume direct responsibility for the identification of clients.
2. Review current information on clients and conduct additional assessments as necessary to determine selection of individuals from this program.
3. Work cooperatively with vocational rehabilitation counselors as they determine DVR eligibility for clients.
4. Develop individualized program plans (IPP) in coordination with IWRP and consistent with current client placement and training activities.
5. Assume primary responsibility for the clients during all phases of client training.
6. Assume primary responsibility for clients following training.
7. Assign a minimum of one agency staff member to provide full coverage of all phases of client training.
8. Provide the 916 AVTI instructor and Chi Chi staff trainers with information regarding client characteristics and training needs.
9. Develop client training curriculum and training plans in conjunction with the 916 AVTI instructor.
10. Assume primary responsibility for client transportation to the Chi Chi's training site.
11. Assist in identifying specialized resources (tools, equipment, environmental modifications) necessary for the client to effectively engage in training and/or work activities and communicate these needs to the client's DVR counselor.
12. Provide supplies and instructional materials over and above AVTI, DVR

and Chi Chi's standard resources if needed by clients.

13. Conduct ongoing assessments of client progress.
14. Assume primary responsibility following training for the placement of clients in paid work stations.
15. Assume primary responsibilities for providing extended supportive services needed to maintain clients at an employment site.
16. Participate in the development and monitoring of the memorandum of agreement through periodic meetings.
17. Assist in program evaluation activities by providing information on client progress to MC/ACS.

E. CONSUL CORPORATION THROUGH CHI CHI'S MINNETONKA AND ST. PAUL-MIDWAY

1. Provide training stations in the areas of cold food preparation and dishwashing.
2. Assign four Chi Chi's employees (two employees at each training site) to assist in training clients.
3. Comply with the state vocational licensing requirements by completing licensure applications on the four employees assigned to the program as technical tutors.
4. Provide tools, equipment and supplies necessary for client training.
5. Provide project agency personnel with Chi Chi's training materials, job descriptions and performance standards.
6. Provide project clients with permanent employment based on the following conditions:
   ~~* completion of training;~~
   * ability of the individual client to meet performance standards;
   * availability of appropriate job openings.
7. Participate in the development of the memorandum of agreement.

IV. FUNDING

A. Consul Corporation will receive payment from #916 AVTI (Adult Extension) for four (4) employees assigned as trainers at the following agreed upon rate:
4 trainers x 359 hours x $11.35/hr rate = $16,298.60

B. Intermediate Special District #916 Area Vocational Technical Institute (Adult Extension) will negotiate with DVR for the costs of one (1) vocational instructor for 320 hours of training and hourly rate for four (4) trainers/359 hours of training:

(1) Vocational Instructor/Adult Extension
320 hours x $20/hr = $6,400 (assuming 40% of cost) = $ 2,560

(4) Trainers
359 hours x $11.35/hr x 4 trainers = $16,298.60
(assuming 70% of cost) $11,409

Travel for Vocational Instructor
40 days x 70 miles/day x 20.5c mile = $ 574.00
(assuming 50% of cost) = $ 287

TOTAL $14,256

C. The Division of Vocational Rehabilitation will assume balance of cost payment through a per client tuition based on the following costs:

(1) Vocational Instructor 320 hours x $20/hr = $6,400 (assuming 60% of cost) =	$ 3,840
(4) Technical Tutors 359 hours x $11.35/hr x 4 technical tutors = $16,298.60 (assuming 30% of cost)	$ 4,890
Travel for Vocational Instructor 40 days x 70 miles/day x 20.5c mile = $574 (assuming 50% cost)	$ 287
TOTAL	$ 9,017

INSTRUCTIONAL COST PER CLIENT

DVR: $9,017 ÷ 16 clients (40%)	$ 564/client
#916 AVTI: $14,256 ÷ 16 clients (60%) =	$ 891/client
Total Cost/Client =	$ 1,455 client

Tuition Payment

16 clients ÷ $9,017 =	$ 564/client
Total cost/client =	$ 1,455

DESCRIPTION

The figures provide for the following for each client participating:

1. Approximately 28-30 weeks of training at an average of 12.5 hrs/week (up to 359 hours).
2. A training ratio of approximately 1 to 2.
3. Earned income for the client during entire program.
4. Potential employment continuation for the clients following training.
5. Extended employment support provided by the DACs/WACs and Sheltered Workshops beyond the 359 hours of training.

William Niederloh, Assistant Commissioner
Department of Jobs and Training
Division of Vocational Rehabilitation

Date

Antoinette Johns, Director
Special Education
Special Intermediate School District 916

Date

Charles DeVore, Director
Adult Extension
Special Intermediate School District #916

Date

Consul Corporation
David Swinghamer, Controller

Date

Lloyd Petri, Handicapped/Placement Specialist
State Board for Vocational-Technical Education

Date

Regis Barber, Executive Director
Cerebral Palsy Center, Inc.

Date

Harold Kerner, Executive Director
Midwest Training Services, Inc.

Date

Maurice K Dorton
Executive Director
Metropolitan Council

Date

MS3103

MEMORANDUM OF UNDERSTANDING

BETWEEN
THE COLORADO DIVISION FOR DEVELOPMENTAL DISABILITIES
AND
THE COLORADO DIVISION FOR REHABILITATION
AND
THE DENVER BOARD FOR THE DEVELOPMENTALLY DISABLED

1.10
This Memorandum of Understanding is entered into between the Colorado Division for Developmental Disabilities, the Colorado Division of Rehabilitation, and the Denver Board for the Developmentally Disabled in order to make clear the intent of the three agencies involved for the coordinated provision of vocational services to mutual clients of these three agencies.

1.20
Definitions:

1.21
"Client" -- is a developmentally disabled adult individual who meets the eligibility criteria of the Division for Developmental Disabilities and the eligibility criteria for the Division of Rehabilitation, and is currently receiving facility based services offered by the Denver Board for the Developmentally Disabled.

1.22
"Competitive Placement" -- takes place when a client is placed in a competitive working environment, functions at or near normal and competitive expectation levels for the particular position, is compensated at minimum wage or better, receives fringe and other benefits similar to nonhandicapped coworkers, and maintains such employment for a minimum of sixty (60) days.

1.23
"Vocational Training" -- is that which shall occur on an actual work site in which there is substantial potential for placement following training. Training shall be provided directly to the client by professional(s) in the field of developmental disabilities, and shall be provided in a low client to staff ratio, not to exceed 3:1 (3 clients to 1 staff).

1.24
"Employment Maintenance" -- shall include a range of supportive services continually available to both the client and the employer as needed to maintain the client in competitive employment, and to maintain the client's vocational skills at a minimum of 90% of the skill level as documented at the time competitive placement occurred.

1.25
"Oversight Committee" -- shall be that body which shall function as the inter-disciplinary team whose responsibilities shall be to evaluate and admit appropriate clients to this initiative, and shall further direct and guide and cause to be provided the needed array of services, all within the funding limitations of this initiative.

1.26
"Steering Committee" -- shall be that body which shall function to evaluate and monitor the fiscal, administrative, programmatic, and philosophical functioning and operation of this initiative, and shall report and recommend regarding the same to the signatory agencies.

1.30
The Denver Board Shall:

1.31
Provide vocational training to fifteen (15) clients during the course of this agreement.

1.32
Provide the Division for Developmental Disabilities and the Division of Rehabilitation monthly reports itemizing the individuals served, the services provided and the status or outcome of client activity.

1.33
Provide the Division for Developmental Disabilities and the Division of Rehabilitation a billing for services in the form and manner as prescribed by each of those agencies.

1.34
Provide coordination and chairpersons for the Steering Committee and the Oversight Committee, and to keep and make available records of such Committee meetings and activities.

1.35
Provide $8,000 to be designated for technical assistance.

1.36
Provide technical assistance reflective of state-of-the-art vocational services to parties of this agreement, and other individuals or agencies designated as appropriate by the representatives of the signatory agencies.

1.40
The Division of Rehabilitation Shall:

1.41
Designate a rehabilitation counselor to work with the Denver Board for the Developmentally Disabled for the purposes of providing rehabilitation services to clients, and for entering into the interdisciplinary staffing process.

1.42
Designate rehabilitation personnel to serve on the committees governing the execution of this agreement.

1.43
Provide $45,000 to the Denver Board for the Developmentally Disabled as reimbursement for training provided to clients, the amount of which reimbursement shall not exceed $3,000 per client.

1.50
The Division for Developmental Disabilities Shall:

1.51
Designate personnel to serve on the committees governing the execution of this agreement.

1.52
Provide reimbursement to the Denver Board for the Developmentally Disabled for employment maintenance services, based on an annual rate of $1,000 per client.

1.53
Provide reimbursement to the Denver Board for the Developmentally Disabled for Adult Day Program services, at the established rate, for the period during which the client is in training.

1.60
General Provisions

1.61
This agreement represents an innovative effort to promote competitive placement of developmentally disabled individuals, to eliminate the long recognized problem of professional desertion once such a placement has been achieved, and to identify and eliminate the inadvertent interagency barriers to such a cooperative endeavor. In order to achieve these objectives and to maximize the results of this effort, an Oversight Committee and a Steering Committee will be established to monitor and evaluate this initiative. The frequency and conduct of meetings, and the reporting and functional expectations will be established subsequent to the implementation of this Memorandum.

1.62
The term of this Memorandum shall be from the date of signatory approval, through June 30, 1985.

1.63
No agent, employee, or servant of any party to this Memorandum shall be deemed to be an agent, employee, or servant of any other party. Each party shall be solely and entirely reponsible for its acts, or the acts of its agents, employees, servants, and subcontractors, if any, during the period of this Memorandum of Understanding.

1.64
The Denver Board shall indemnify the Division for Developmental Disabilities and the Division of Rehabilitation against all liability and loss, and against all claims and actions based upon or arising out of damage or injury, including death, to persons or property caused by or sustained in connection with the execution or performance of this Memorandum, or by conditions created thereby, or based upon any violation of any statute, ordinance, or regulation, and the defense of any such claims or actions.

1.65
The Denver Board shall, during the term of this Memorandum, and renewal hereof, keep in force, or cause to be kept in force, a policy or policies of comprehensive general liability insurance, issued by a company authorized to do business in Colorado, and professional liability insurance, the amount of which policies shall be prudently sufficient to compensate for settled disputes.

1.66
The Denver Board shall be paid, reimbursed, or otherwise compensated with Federal and/or State funds provided by the herein mentioned State agencies, for the purpose of authorizing or otherwise securing the services provided for herein; and therefore, the Denver Board expressly understands and agrees that all its rights, demands, and claims to compensation arising under the terms of this Memorandum are contingent upon receipt of such Federal, and/or State funds by the agencies involved. In the event that such Federal, State and/or local funds, or any part thereof, are not received by the agencies involved, any party may terminate this Memorandum of Understanding.

1.67
The Denver Board shall maintain a complete file of all records, communications, and other written materials which pertain to the operation of programs or the delivery of services under this Memorandum, and shall maintain such records for a period of five (5) years after the date of termination of this Memorandum, or for such further period as may be necessary to resolve matters which may be pending.

1.68
The Denver Board authorizes the State agencies party to this Memorandum and/or those agencies' Federal administrative units to perform audits and/or to evaluate Denver Board's performance provided for under this Memorandum of Understanding. The Denver Board further agrees to allow such State/Federal agencies, at any reasonable time during this Memorandum, to observe the delivery of services provided for herein.

1.69
At all times during the term of this Memorandum of Understanding, all parties hereto shall adhere to all applicable Federal and State and local laws that have been, or may hereafter be established.

1.70
All signatory parties, their representive employees, agents, servants, or subcontractors, if any, shall keep all client records and information as confidential and shall comply with all laws and regulations concerning the confidentiality of such records to the same extent that such laws and regulations apply to any of the signatory agencies.

1.71
This Memorandum is intended as the complete integration of all understanding between the parties hereto. No prior or contemporaneous addition, deletion, or other amendment hereto shall have any force or effect whatsoever unless embodied herein in writing. No subsequent notations, renewal, addition or deletion, or other amendment hereto shall have any force or effect unless embodied in a written amendment executed and approved by the signatory agencies herein stated.

1.72
To the extent that this Memorandum may be executed and the performance and obligations of the signatory agencies contained herein may be accomplished within the intent of this Memorandum, the terms of the Memorandum are severable, and should any term or provision hereof be declared invalid or become inoperative for any reason, such invalidity or failure shall not effect the validity or operation of any other term or provision hereof. The waiver of any breach of a term shall not be construed as a waiver of any other term.

1.73
Any party to this Memorandum shall have the right to terminate this Memorandum by giving the other parties thirty (30) days written notice. If notice is so given, this Memorandum shall terminate on the expiration of the thirty (30) days, and the liability of the parties hereupon for the further performance of the terms of this Memorandum shall thereupon cease, but the parties shall not be released from the duty to perform their obligations up to the date of termination.

1.74
For the purposes of the Memorandum, the individuals identified below are hereby designated representatives of the respective parties. Each party may from time to time designate new or substitute representatives:

TO The Division for Developmental Disabilities
Donald St. Louis, Chief of Program Services

TO The Division of Rehabilitation
David Gies, Administrator

TO The Denver Board for the Developmentally Disabled
Deidre Larrabee, Director of Adult Services

1.75
This Memorandum of Understanding is hereby executed:

Division for Developmental Disabilities
Jeffrey A. Sandler, Director — 6/11/84 Date

Division of Rehabilitation
Mark E. Litvin, Ph.D., Director — 6/11/84 Date

Denver Board for the Developmentally Disabled
Stanley C. Welichko, Director — 6-6-84 Date

Department of Human Resources
MENTAL HEALTH DIVISION
2575 BITTERN STREET N.E., SALEM, OREGON 97310-0520

January 28, 1986

TO: Persons Interested in Supported Work

FROM: James Toews
Assistant Administrator
Programs for MR/DD

SUBJECT: Supported Work

The 1985 Legislature appropriated funds to develop a Supported Work Program for 152 persons with developmental disabilities and a High School Transition Program for 48 young adults graduating from school. Key to both of these programs is the concept of securing integrated, wage producing jobs for persons with severe disabilities, with the provision of the necessary supports to maintain these persons in these jobs. Inherent in this is the concept that all persons, regardless of the degree of disability, have the capacity to undertake supported work.

The Supported Work service is a cooperative venture administered by Mental Health and Vocational Rehabilitation. The High School Transition is administered solely by Mental Health. Nineteen counties have been tentatively designated to develop these new programs.

County Mental Health Programs are encouraged to solicit proposals that are designed to meet the stated criteria for Supported Work. Proposals should be considered that will achieve these criteria within a reasonable time-frame, while using client-centered service models for Supported Work. Short-term variances to the stated criteria may be considered.

Attached is a document with information relating to the program criteria, procedures and funding base. This document replaces previous information on Supported Work Services.

Questions should be directed to Laurie Lindberg, Mental Health Division, 2575 Bittern Street NE, Salem, Oregon (378-2429).

LLL:jdp

cc: Mike Barker
Laurie Lindberg
Russ Gurley
Bill Brown

Enclosure

AN EQUAL OPPORTUNITY EMPLOYER

SUPPORTED WORK

INTRODUCTION

The development and funding of Supported Employment Programs was authorized by the Oregon Legislature in 1985. This program is a cooperative venture between the Mental Health Division and Vocational Rehabilitation Division and the Oregon Developmental Disabilities Council.

This new strategy focuses on employment of persons with developmental disabilities. Program criteria developed thus far relate primarily to a focus on principles of integration, independence and productivity as delineated in statue ORS 427.005 and 427.007. Supported work services will also be expected to report these on related consumer outcomes. Inherent in this is the concept that persons regardless of severity of diabilities have the capacity to undertake supported work.

CRITERIA*

Release of Mental Health Division funds associated with the Supported Work Project and High School Transition project is contingent on the following criteria:

1. The work/employment services are provided at a work site other than a traditional work activity center facility (minimum 4 hours a day - 5 days a week).

2. There are no more than 8 handicapped persons working at a job site.

3. Workers must have reasonable opportunities to interact with non-handicapped peers (not paid service providers).

4. The work performed must be paid in the form of wages. Subminimum wages are acceptable within the limits of the requirements of State and Federal Regulations.

5. At least 50% of clients in supported work must be served directly from the WAC waiting list.

6. High School transition persons must be a special education student, 21 years of age, has participated in employment transition program through the school program and has a paid job (developed and trained by the school) at the time of graduation.

7. Compliance with OAR 309-47-040(1-4) (Planning and Assessment), 045 (1-2) (Training and Services), and 030 (5, 6, 8, 9) (Admission and Exit Staffings).

* Requests for variances to the criteria will be considered by the Mental Health Division, if a viable plan to achieve the desired outcomes can be presented. Time limited periods to achieve the minimum goal could be expected. Innovative programs to achieve the desired results should be encouraged.

PLANNING

A local planning task force to plan for existing and future employment services is desired. Composition of the local Employment Council should include: community mental health, special education, vocational rehabilitation, parents, consumers, providers, DD council (if available) and local businesses.

FUNDING

Service	October 85-Sept. 86	October 86-June 87
Supported Employment	$361.53	$372.38
Hign School Transition	272.95	281.14
Case Management	23.91	24.63
Transportation	28.23	29.08

The Transportation and Case Management funding starts simutaneously with the implementation of the VRD plan. Local administration funds will be added by the Contract Office. VRD funding will be negotiated individually up to the rate of $1,000 per month per individual depending on individual needs. Start-up costs are calculated at $1,750 per slot with Supported Employment. Budgets for the start-up funding must be submitted to and approved by the Division before start-up funds can be released.

Examples of acceptable supported employment models are attached.

PROCEDURES

Supported Employment

Extended Eval (06)

The ongoing service payment for these slots, from the Mental Health Division, starts after the funding of an approved Vocational Rehabilitation services plan ends (averaging approximately 4 months). Prior to the initiation of a Vocational Rehabilitation Division plan the following processes must have occurred:

1. County selects Supported Employment provider.

2. Provider develops a Supported Employment site/employer.

3. Local client team [MR/DD case manager, provider(s), VR counselor, other relevant persons] selects prospective supported employment workers.

4. MR/DD case manager refers selected workers to VRD counselor with sufficient information (medical, diagnostic, etc.) to assist VRD in determining eligibility for VRD services.

5. VRD counselor develops a rehabilitation plan which outlines services to be provided, methods, length of service, and amount of payment. The plan development process will include consultation with the MR/DD case manger, selected provider, and client.

High School Transition

1. Student is enrolled in a school program which plans transition at graduation. The school locates an employment setting, trains students and provides services until graduation.

2. The County selects a provider for post high school service.

3. The County, the school, the student and family plan and coordinate transition process.

4. The post high school program is involved at critical information points with planning involvement (if possible) in the 3-6 months prior to graduation.

5. Provider assumes employment follow-up and support services at graduation.

Models of Supported Work

The following are descriptions of models which are acceptable for funding as a Supported Work program.

Enclave Model: The enclave model is a small group of individuals with disabilities who work and are supervised in an industry or business employing the non-disabled. Typically, up to eight workers with disabilities will work on a manufacturing line managed by specially trained supervisors. Enclave units are expected to meet production schedules and ensure the same high quality production as all other units.

An enclave model has several strengths, especially for persons with more severe disabilities. First, frequently the work tasks an individual performs in an enclave of a large business will be stable over time. This means individuals who might have difficulties with varied work tasks may be trained and earn wages on one or two job tasks. Second, an enclave allows for continuous supervision by a highly skilled supervisor. This allows an enclave to accomodate persons with difficulty learning, motivation, or behavior problems. Additionally, enclaves offer good environments for integration with co-workers. Workers with disabilities will use the same lunchrooms and go to breaks and lunch at the same time and place as other workers without disabilities. Physical and social integration occurs as a natural part of the daily operation.

Supported Jobs Model: Clearly, the most straight forward type of supported employment is to provide individuals with regular community jobs and provide the necessary support on the work site for the person to learn and perform the work. A variety of studies have demonstrated that individuals with severe disabilities can be successful employes (Belmore and Brown, 1976; Clarke, Greenwood, Abramowitz, and Bellemy, 1979; Wehman, 1981). The procedures of careful job analysis and intensive one-to-one training have proven very effective and are well documented.

This proposal recognizes that a critical component in this strategy is the creation of community jobs. As a result substantial program efforts are targeted to developing and maintaining community jobs. Employes with severe disabilities will receive continuing supervision and support to assist in maintaining success employment. The expectation from employees in community supported jobs is four to six hours of work daily. Wages will be paid based on work productivity. Employes will work in the same work areas as other employes doing the same work. Breaks and lunches will occur with other non-disabled workers. Workers with disabilities will use public transportation to travel to and from work.

Crew Model: The Crew Model is based on a small business, employing three to five disabled workers with a number of non-disabled co-workers and a supervisor. This group contracts with businesses in the community to do work such as window washing, building maintenance, groundskeeping, etc. The particular advantage of the Crew Model is the ability to take a variety of small, limited duration contracts and blend them into reasonable wage generating work. As such, this model is particularly well suited for rural communities that are not likely to have large businesses which can support long term options.

The difficulties innerent with this model is the constantly changing work tasks and changing standards of acceptable behavior. An additional challenge of this model is the continual requirement to bid for contract work. The possibilities are enormous, but the requirements of obtaining jobs, completing all jobs as scheduled and ensuring that each worker has access to meaningful community integration make this model a challenge.

3942D/0015D
01/27/86

VICTOR ATIYEH
GOVERNOR

Department of Human Resources
MENTAL HEALTH DIVISION
2575 BITTERN STREET N.E., SALEM, OREGON 97310-0520

July 29, 1986

TO: VRD Field Offices
Community Mental Health Program Directors
DD Case Managers
Supported Work Providers
Sheltered Services Providers
Work Activity Providers

FROM: Bill Brown
Deputy Administrator
Vocational Rehabilitation Division

James Toews
Assistant Administrator
Programs for Developmental Disabilities

SUBJECT: Supported Work

As you are aware, the 1985 Legislature authorized funds to provide work opportunities for persons with developmental disabilities in integrated settings. This is a cooperative effort administered by Mental Health Division and Vocational Rehabilitation Division. It is funded with a combination of funds from the DD Council, State General funds and Basic 110 funds. The project is now underway after an initial six month delay.

Both Divisions recognize that initial implementation of the program has had problems. However we are working very closely to resolve issues as they arise and to anticipate and prevent future problems.

The purpose of this memo is to provide information about the current status and the future of this project.

Current Status

Thus far 21 agencies have been selected to provide supported employment services in 16 counties. Approximately 31 persons have started work in nine counties.

AN EQUAL OPPORTUNITY EMPLOYER

Problems

A number of problems have occurred that delayed initial implementation of the project, or may jeopardize the future of the project.

- Contracting:

  The contracting process between MHD and counties; and between the counties and subcontractors has caused delays.

- Procedures:

  There has not been a common understanding regarding general procedures relating to project implementation.

- Fees:

  There has not been a clear understanding regarding the fee/funding structure for VRD or MHD services.

- Work:

  Some providers have had difficulties in identifying work opportunities.

- Deficit:

  The fact that VRD's budget does not roll over coupled with delayed implementation has created 86-87 funding problems.

SOLUTIONS

Mental Health Division and Vocational Rehabilitation Division are committed to solving all problems and assuring that 152 persons are placed in employment as originally planned.

- Contracting:

  The majority of contracts have now been initiated with counties. The Division is also reviewing how to streamline contracting procedures to assure a more timely response to developing job opportunities.

- Procedures:

  A joint training session for DD Case Managers and local VR counselors is planned for August 1986 to provide information and training in the basic procedural issues identified thus far.

- Deficit:

  Because of a serious deficit after September 1986, the two Divisions are identifying every possible option to serve 152 clients as originally planned. Several options have been explored.

1. The search for other VRD resources to replace the loss of Basic 110 funds.

2. Utilization of MHD savings resulting from project delays to offset the remainder of the deficit. This will also modify the funding/fee structure for the remainder of the project. (see fees)

(Note: If further delays occur the two Divisions cannot assure that funds would be available at existing levels in future months. IT IS CRITICAL THAT COMMITMENTS FOR PROJECT IMPLEMENTATION ARE MET. FUNDS WILL NOT BE AVAILABLE TO RECOUP FURTHER DELAYS. Attached is a copy of the most recent schedule for implementation.)

- Fees:

  The original fee/funding for supported employment was budgeted on the assumption that VRD would fund $1000 per month for the first four months of intensive training services and that MHD would fund ongoing support starting in the 5th month at $361.53. It is apparent that this structure had problems in assuming all clients would require the same time period and level of training. In addition VRD did not have published fee schedules for counselors to utilize, nor could VRD guarantee a flat rate per individual. The need to redesign the funding/fee structure became even more apparent when the deficit further complicated the issue.

  After extensive work a revised funding pattern has been developed, involving a complex interweaving of VRD fees and MHD rates which hopefully will assure that the project is accomplished and clients and providers are not penalized.

EXPLANATION OF STRUCTURE

July, '86 through Sept '86

- VRD pays $19.25 per direct service hour* (prior to July VRD has been locally negotiating rates).

- MHD funds $361.53 per month beginning in the 5th month of service

Oct '86 through June '87

- MHD funds $623 per month for the first four client months of service.
- In addition, VRD pays $13.00 per direct service hour during the first 4 client months of service.
- Beginning the 5th client month of service, MHD funds $361.53 per month and should VRD services be required after 4 months, VRD pays $16.00 per direct service hour.

* hourly rates are pro-rated if training occurs in groups. (See attached VRD Field Office Memo)

(SEE ATTACHMENT FOR EXAMPLES)

Summary

The problems and solutions cited in this memo are by no means complete. In fact a June 1986 conference identified numerous other practical problems related to project implementation for which both Divisions will seek solutions.

It is our intent to continue working cooperatively and creatively to mutually resolve issues. We are committed to maintaining an information flow to local offices. You will be invited to training in August where we will further explain procedures. In addition, we hope these training events will provide a forum to help you resolve local issues and to serve as a basis for your own local planning efforts.

Questions concerning this memo may be directed to Laurie Lindberg, MHD, 378-2429 or Burt Winnings, VRD, 378-3830.

BB:JDT:LLL:jdp

cc: Laurie Lindberg
Pat Lawler
Mike Barker
Supported Employment Task Force
DD Council
Burt Winnings
OARC

Attachment

ATTACHMENT

Examples:

1. Client A was placed on a job in February.

	Feb.	March	April	May	June	July
VRD Fee:	Locally	Negotiated →			*	*
MHD Funds:	0	0	0	0	$361.53/mo	$361.53/mo

2. Client B was placed on a job in June.

	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
VRD Fee:	Locally Negotiated		$19.25/hr	$19.25/hr	*	*	*
MHD Funds:	0	0	0	0	$361.53/mo	$361.53	$361.53

3. Client C was placed on a job in August, 1986.

	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.
VRD Fee:	$19.25/hr	$19.25/hr	$13.00/hr	$13.00/hr	*	*
MHD Funds:	0	0	$623/mo	$623/mo	$361.53	$361.53

4. Client D was placed on a job in October, 1986.

	Oct.	Nov.	Dec.	Jan.	Feb.	March
VRD Fee:	$13.00/hr	$13.00/hr	$13.00/hr	$13.00/hr	*	*
MHD Funds:	$623/mo	$623/mo	$623/mo	$623/mo	$361.53/mo	$361.53/mo

* Should VRD services be required after the fourth month, the hourly fee will be $16.00/hr beginning in the fifth month.

STATE OF OREGON

INTEROFFICE MEMO

TO: All Field Offices

DATE: August 21, 1986

FROM: Bill Brown, Deputy Administrator

SUBJECT: Supported Work Training Fees - CORRECTION

Field Office memo #86-8-1P dated July 23, 1986, identified hourly Vocational Rehabilitation training rates for this program which are incorrect. Due to a miscalculation, the hourly training rates as of October, 1986, should be one-half the amounts referenced in that memo. Also, it is intended that these rates are maximums and it is allowable to negotiate lower rates.

As a result, the rate of training as of October will be up to $6.50 per hour. This rate will be paid for four months of training. When training plans are written for more than a four-month period, the rate must be adjusted to up to $8.00 per hour beginning on the fifth month. This rate will continue for the duration of the training period.

Please refer to the attached corrected examples which further identify the proper hourly rate. All other content of FOM #86-8-1P will remain if effect.

BB:jg

Attachment

cc: MR/DD Program Office
Don Ware

ATTACHMENT

(Corrected 8-20-86)

Examples:

1. Client A is placed in training in July, 1986:

	June	July	August	September	October	November
VRD Trng Fee	(Determined locally)	up to $19.25/hr	up to $19.25/hr	up to $19.25/hr	up to $6.50/hr	*
MHD Funds	-	$ -0- /mo	$ -0- /mo	$-0- /mo	$623.00/mo	$361.53/mo

2. Client B is placed in training in September, 1986:

	September	October	November	December	January
VRD Trng Fee	up to $19.25/hr	up to $6.50/hr	up to $6.50/hr	up to $6.50/hr	*
MHD Funds	$ -0-/mo	$623.00/mo	$623.00/mo	$623.00/mo	$361.53/mo

3. Client C is placed in training in any month from October, 1986 no:

	Month 1	Month 2	Month 3	Month 4	Month 5
VRD Trng Fee	up to $6.50/hr	up to $6.50/hr	up to $6.50/hr	up to $6.50/hr	*
MHD Funds	$623.00/mo	$623.00/mo	$623.00/mo	$623.00/mo	$361.53/mo

* Should VRD training be required after the fourth month, the training fee will be up to $8.00/hr, beginning in the fifth month.

Interagency Programming for Supported Employment Alternatives Assessment Guide

Introduction:

The attached interview guide is intended to assess each State vocational rehabilitation agency's intent or progress in developing supported employment alternatives. The guide recognizes and allows for the inclusion on ongoing activites which some State agencies may have already had in place which meet the definition of supported employment. We are also trying to identify the extent of the inter-agency planning and program development for supported employment programs.

This guide has been developed to allow its application either on site as an interview with the State Agency Director and staff or to be conducted as a telephone interview. If the telephone interview option is chosen, it is suggested that the guide be forwarded to the State and a completed copy with attachments be returned to the interviewer prior to the telephone contact. The interview may then be conducted to clarify the detail provided by the State agency.

Each Region should synthesize the reports from their State agencies and forward tally data and synopses of supporting documents for each question to Region X, Rehabilitation Services Administration, as per action step three (July 31). A compilation and summary of the data gathered will be developed and distrubuted as a National report on the status of interagency programming for supported employment alternatives.

Interagency Programming
FOR SUPPORTED EMPLOYMENT ALTERNATIVES
An Assessment Guide

1. a. Is there an estimate of the numbers of disabled persons in the State that might benefit from supported employment programs? YES / NO

   If yes, please provide the source and estimated number._____

   b. Is there an estimate of the numbers of VR Clients that might benefit from Supported Employment Programs in your State. YES / NO

   If yes, please provide the source and estimated number._____

2. Has anyone (i.e., DD, SEA, VR) begun developing supported employment alternatives in your State? Is this development state-wide or contained to individual locales? YES / NO

   If yes, describe briefly.

3. List the three most important supported employment alternative activities (i.e., study groups, task force, policy development, demonstrations, advisory groups, etc.) that you, as a VR agency, have begun to implement, or are planning, in your State.

   a._____

   b._____

   c._____

4. Have you short-range or long-range plans for developing supported employment-type programs in your State? YES / NO

   If yes, please describe.

5. With which other agencies or organizations are you coordinating? Please star (*) the agencies listed below which you feel have a major role in the development of supported employment programs.

a.	Division of Developmental Disabilities	YES / NO
b.	Division of Mental Health	YES / NO
c.	Developmental Disabilities Planning Council	YES / NO
d.	Governor's Committee on Employment of the Handicapped	YES / NO
e.	State Facility Association	YES / NO
f.	State Job Service	YES / NO
g.	JTPA	YES / NO
h.	Chamber of Commerce	YES / NO
i.	National Association of Businessmen	YES / NO
j.	State Special Education	YES / NO
k.	Services for the Blind	YES / NO
l.	Parents or Parent Advocates	YES / NO
m.	Local School District	YES / NO
n.	Vocational Education	YES / NO
o.	Other (NAME)_____	

6. What are the roles of each of the major agencies or organizations you identified in Question #4. (Check as many as appropriate.)

	List Letter or Names of Agencies Across Top of Chart, Then Check Appropriate Boxes
Service Funding During Training	
Service Funding for Long-Term Support	
Resource Development	
Source of Referrals	
Case Management	
Policy Development	
Vendor	
Declaration of Client Eligibility	
Direct Provison of Services	
Support Services i.e.,Job Coaches, etc.	
Other, Please List & Check Boxes Appropriate	

7. Which definitions of supported employment and supported employment models are you and the the cooperating agencies in your State using?

a. Supported Employment is paid work in a variety of integrated settings, particularly regular work sites, especially designed for severely handicapped individuals, irrespective of age or vocational potential for whom competitive employment is at or above the minimum wage, has not traditionally occurred and who, because of their disabilities, need intensive on-going post-employment support to perform in a work setting. YES/NO

b. Enclave - A small group of four to eight persons with severe and moderate mental retardation and related disabilities in regular industry settings. Continuous long-term support from an appropriate agency. Individual training on production tasks and nonwork behaviors in job setting with one supervisor per every six to eight employees. High integration, high wages (target $295/Mo.). YES/NO

c. Supported Jobs - Usually moderately and severely retarded individuals are hired by a private non-profit organization which places the individual in community jobs and provides on-going training and support necessary to maintain the handicapped individual's employment. High integration, medium wages (target $210/Mo.), one person per job, low levels of on-going support, individual training up to four months on job tasks and nonwork behaviors in job setting. Two to three supervisors covering 12 employees in separate businesses. YES / NO

d. Mobile Crew - Five to seven persons with moderate and severe mental retardation with one supervisor, maintain service contracts out of a van. Long-term and continuous support, individual training on service tasks and community integration activities, medium wages (target $185/Mo.), medium integration through lunch breaks, etc. YES/NO

e. Benchwork - Small groups of 15 to 20 individuals with severe mental retardation performing contract work. Continuous and long-term support, individual training on contract tasks, community integration, and nonwork behaviors in job setting, low integration, usually with non-handicapped workers on worksite, high supervision, one per five employees, medium wages (target $118/Mo.). YES/NO

f. Other, please describe.

8. Are there existing or are you developing any programs meeting the definitions above? YES / NO

If yes, indicate how many of each program.

a. Enclave_____
b. Supported Jobs_____
c. Mobile Crews_____
d. Benchwork_____
e. Other, please describe.

What is the earliest date any of these programs were initiated in your State?

9. What kinds of vendors or providers are you using or planning to use to provide supported employment? Please check applicable responses.

a. Private Non-profit Facilities
b. Private For Profit Companies
c. Sheltered Workshops Providing Only Extended Sheltered Employment
d. New Organizations Providing Only Supported Employment Services
e. State Agency Program/Facilities
f. Other, please describe.

10. Have you seen the need to develop standards or fee for services systems for supported employment vendors different from those applied to other VR vendors? YES / NO

If yes, please state in which areas and why, particularly related to standards?

11. Have you involved the employer community in your supported employment activities? YES / NO

If yes, list your three most important/helpful organizations or businesses. Also provide the organizational level of your contact in the company.

a._____

b._____

c._____

12. Are the planned supported employment activities in your State being coordinated with the "Employment Initiative" of the Federal Administration on Developmental Disabilities? YES / NO

If yes, please describe in what ways.

13. Do you have any written cooperative agreements describing the involved parties' roles in supported employment programs? YES / NO

If yes, please attach.

14. Have methodologies been developed using cooperative provision of services, or cooperative funding to pay for services involved in supported employment? YES / NO

If yes, please attach a description.

15. Will you use Part A, Title 7 funds for supported employment services? YES/NO

If yes, please describe.

16. Are you, as a VR agency, providing follow-along support services for clients placed in supported employment? YES / NO

If yes, how long do your policies allow continuation of this support?

Please describe the nature of your follow-along services.

17. a. What is the proposed VR agency role in supported employment?

Please describe.

b. Do you have specific staff assigned to this initiative? YES / NO

c. At what level in your program is the responsibility for program development and service delivery centered (State or District organizational level)?

18. Are you planning a separate tracking system for clients closed in supported employment? YES / NO

19. What are the critical elements you are planning to track in the evaluation of supported employment outcomes? Please check applicable responses.

a. Wages
b. Benefits
c. Hours Employed
d. Measures of Integration
(Please describe.)

e. Upward Mobility
f. Other, please describe.

20. a. Have you identified any major barriers or issues causing problems in interagency programming for supported employment programs? YES / NO

b. Have any of the agencies with whom you are coordinating identified any major barriers or disincentives to developing supported employment programs (i.e., case management issues, client rights, remedies or confidentiality, etc.)? YES / NO

If yes, please describe.

21. a. Have you used any training or technical assistance resources? YES / NO

If yes, please identify.

b. How would you rate the effectiveness of these resources?

22. What training or technical assistance do you need?